Minimum Wage Order 2025

Cindy Kiro, Governor-General

Order in Council

At Wellington this 24th day of February 2025

Present:
Her Excellency the Governor-General in Council

This order is made under sections 4, 4A, and 4B of the Minimum Wage Act 1983—

(a) on the advice and with the consent of the Executive Council; and

(b) on the recommendation of the Minister for Workplace Relations and Safety made after complying with section 5(2) of that Act.

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Order

1 Title

This order is the Minimum Wage Order 2025.

2 Commencement

This order comes into force on 1 April 2025.

3 Interpretation

(1) In this order, unless the context otherwise requires,—

Act means the Minimum Wage Act 1983

adult worker—

(a) means a worker aged 16 years or more to whom the Act applies; but

(b) does not include—

(i) a starting-out worker; or

(ii) a trainee

apprenticeship training has the same meaning as in section 10(1) of the Education and Training Act 2020

apprenticeship training agreement has the same meaning as in section 10(1) of the Education and Training Act 2020

specified social security benefit means the following:

(a) emergency benefit:

(b) jobseeker support:

(c) sole parent support:

(d) supported living payment:

(e) young parent payment:

(f) youth payment

starting-out worker means—

(a) a worker aged 16 or 17 years to whom the Act applies and who—

(i) has not completed 6 months' continuous employment with their current employer; and

(ii) is not involved in supervising or training other workers:

(b) a worker aged 18 or 19 years to whom the Act applies and who—

(i) has been continuously paid 1 or more specified social security benefits for not less than 6 months; and

(ii) has not completed 6 months' continuous employment with any employer (excluding any employment undertaken before the worker started to be paid any 1 or more specified social security benefits); and

(iii) is not involved in supervising or training other workers:

(c) a worker aged 16, 17, 18, or 19 years to whom the Act applies and who—

(i) is required by their contract of service to undertake, for the purpose of becoming qualified for the occupation to which that contract relates, at least 40 credits a year of—

(A) the vocational education and training required by their training agreement with their employer; or

(B) the apprenticeship training required by their apprenticeship training agreement with their employer; and

(ii) is not involved in supervising or training other workers

trainee means a worker who is aged 20 years or more to whom the Act applies and who—

(a) is a trainee within the meaning of section 10(1) of the Education and Training Act 2020; and

(b) is required by their contract of service to undertake, for the purpose of becoming qualified for the occupation to which that contract relates, at least 60 credits a year of—

(i) the vocational education and training required by their training agreement with their employer; or

(ii) the apprenticeship training required by their apprenticeship training agreement with their employer; and

(c) is not involved in supervising or training other workers

training agreement has the same meaning as in section 10(1) of the Education and Training Act 2020

vocational education and training has the same meaning as in section 10(1) of the Education and Training Act 2020.

(2) Terms or expressions used and not defined in this order but defined in the Act have, in this order, the same meaning as in the Act.

4 Minimum adult rates

The following rates are the minimum rates of wages payable to an adult worker:

(a) for an adult worker paid by the hour or by piecework, $23.50 per hour:

(b) for an adult worker paid by the day,—

(i) $188.00 per day; and

(ii) $23.50 per hour for each hour exceeding 8 hours worked on a day:

(c) for an adult worker paid by the week,—

(i) $940.00 per week; and

(ii) $23.50 per hour for each hour exceeding 40 hours worked in a week:

(d) in all other cases,—

(i) $1,880.00 per fortnight; and

(ii) $23.50 per hour for each hour exceeding 80 hours worked in a fortnight.

5 Minimum starting-out rates

The following rates are the minimum rates of wages payable to a starting-out worker:

(a) for a starting-out worker paid by the hour or by piecework, $18.80 per hour:

(b) for a starting-out worker paid by the day,—

(i) $150.40 per day; and

(ii) $18.80 per hour for each hour exceeding 8 hours worked on a day:

(c) for a starting-out worker paid by the week,—

(i) $752.00 per week; and

(ii) $18.80 per hour for each hour exceeding 40 hours worked in a week:

(d) in all other cases,—

(i) $1,504.00 per fortnight; and

(ii) $18.80 per hour for each hour exceeding 80 hours worked in a fortnight.

6 Minimum training rates

The following rates are the minimum rates of wages payable to a trainee:

(a) for a trainee paid by the hour or by piecework, $18.80 per hour:

(b) for a trainee paid by the day,—

(i) $150.40 per day; and

(ii) $18.80 per hour for each hour exceeding 8 hours worked on a day:

(c) for a trainee paid by the week,—

(i) $752.00 per week; and

(ii) $18.80 per hour for each hour exceeding 40 hours worked in a week:

(d) in all other cases,—

(i) $1,504.00 per fortnight; and

(ii) $18.80 per hour for each hour exceeding 80 hours worked in a fortnight.

7 Revocation

The Minimum Wage Order 2024 (SL 2024/16) is revoked.

Rachel Hayward,
Clerk of the Executive Council.

Explanatory note

This note is not part of the order but is intended to indicate its general effect.

This order, which comes into force on 1 April 2025, revokes and replaces the Minimum Wage Order 2024.

This order increases the minimum rates of pay for adult workers, starting-out workers, and trainees. The new minimum hourly rates of pay are as follows:

- $23.50 per hour for adult workers (increased from $23.15 per hour); and
- $18.80 per hour for starting-out workers and trainees (increased from $18.52 per hour).

Issued under the authority of the Legislation Act 2019.
Date of notification in *Gazette*: 27 February 2025.
This order is administered by the Ministry of Business, Innovation, and Employment.

Wellington, New Zealand:
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