

Getting paid for mandatory training

'Mandatory training' is any training your employer says you need to do.

Whether you get paid for the time you spend on mandatory training depends on what your contract says.

If you [have the legal status of employee or worker](#) and started working for your employer after 6 April 2020, any mandatory training must be in your 'written statement of employment particulars'.

[Find out more about written statements and what must be included](#)

Deductions for mandatory training

Employers might want to deduct the cost of mandatory training from your wages. For example, course fees. They can only do this if your contract says they can.

Any deductions for mandatory training must not bring your pay below the minimum wage.

If training is not during normal working hours

Mandatory training is often provided at the workplace and usually takes place during normal working hours.

If the training is not during your normal working hours, check your written statement to see if you'll be paid for the time spent on training.

You should talk to your employer or manager if you are not sure.

If you earn the minimum wage or close to it

If you earn the minimum wage or close to it, your employer should pay you for time spent on mandatory training.

Any deduction for training costs must not take your pay below the minimum wage. For example, course fees or travel costs. Employers can only make these deductions if it's in your contract.

To check you're getting the minimum wage, you can use the [National Minimum Wage and Living Wage calculator on GOV.UK](#).

Get more advice and support

[Read more about the National Minimum Wage](#)

If you have any questions about getting paid for mandatory training, you can [contact the Acas helpline](#).