

Deductions for training courses

Employers might be able to deduct money from final wages for training courses. This can only happen if the deduction was agreed in the contract or in writing beforehand.

For example, an employer could ask someone to agree in writing before a training course to pay back costs if they leave within 6 months.

If the employer is deducting money for [mandatory training](#), the deduction must not take the employee's final pay below the National Minimum Wage.

When a deduction can take wages below the National Minimum Wage

A deduction for training courses can only legally take someone's pay below the National Minimum Wage if all of the following apply:

- they agreed in writing to pay back costs
- the training was voluntary
- they either chose to leave or were dismissed because of their conduct

[Contact the Acas helpline](#) to discuss your options if:

- you're making someone redundant
- a deduction for training courses would take their pay below the National Minimum Wage

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