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*Details correct at time of going to press

www.thepayrollcentre.co.uk



The Payroll Centre Ltd., 3A Penns Road, Petersfield, Hampshire GU32 2EW
 Give us a call 01798 861111 @ Email us info@thepayrollcentre.co.uk

Statutory Payments

Qualifying Earnings Level (AWE-Average Weekly Earnings)	£123.00
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Statutory Maternity Pay (SMP) and Statutory Adoption Pay from 7 April 2024

First 6 weeks	Lower of 90% of AWE
Further 33 weeks	or £184.03

Statutory Paternity Pay (SPP)

Statutory Paternity Pay per week	Lower of 90% of AWE or £184.03
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Statutory Shared Parental Pay (ShPP)

Statutory Shared Parental Pay (ShPP)	Lower of 90% of AWE or £184.03
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Statutory Parental Bereavement Pay (SPBP)

Statutory Parental Bereavement Pay (SPBP)	Lower of 90% of AWE or £184.03
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Employers can recover 92% of SMP, SAP, SPP, SPBP, ShPP
 Small employers (defined as those with less than £45,000 gross NICs p.a) are entitled to recover 103% (100% plus 3% NIC compensation).

Statutory Sick Pay (SSP) From 6 April 2024

Standard Weekly Rate	116.75
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6 April 2024

A 'Week's Pay' (Great Britain)	£700
A 'Week's Pay' (Northern Ireland)	£669

Employment Protection

Daily Guarantee Payment (Great Britain)	£38
Daily Guarantee Payment (Northern Ireland)	£35

Miscellaneous

National Minimum Wage from 1 April 2024

16 - 17	£6.40
Youth Development Rate (18 - 20)	£8.60
Apprentice Rate (now linked to the under-18 rate)	£6.40
Accommodation Offset	£9.99
National Living Wage - 21 and over	£11.44

Voluntary Living Wage from 24 October 2023

UK Rate	£12.00
London Rate	£13.15

Key Payroll Dates

6 April 2024

New tax bands are effective

19 April 2024

End of Year deadline for submission of final 2023/24 FPS/EPS

31 May 2024

Issue of P60 to all relevant employees

6 July 2024

Return of forms P11D to HMRC

19 July 2024 (22nd for electronic payments)

Remittance of P11D(b) and Class 1A NICs to HMRC

19 October 2024 (22nd for electronic payments)

Remittance deadline for Tax and Class 1B NICs (PSAs)

Tax Rates

19% (Starter rate) - Scotland	£0 - £2,306
20% (Basic rate)	£0 - £37,700
20% (Basic rate) - Scotland	£2,307 - £13,991
21% (Intermediate rate) - Scotland	£13,991 - £31,092
40% (Higher rate)	£37,701 - £125,140
42% (Higher rate) - Scotland	£31,093 - £62,430
45% (Advanced rate) - Scotland	£62,430 - £125,140
45% (Advanced rate)	Over £125,140
46% (Top rate) - Scotland	Over £125,140

Tax Allowances

Personal Allowances

Universal Allowance	£12,570
Blind person's allowance	£3,070
Transferable Marriage Allowance maximum	£1,260

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2024/25

Tax Facts

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Pension Allowances	
Annual Allowance	£60,000

Student Loan Recovery Threshold

2024/25 - An employee commences repayment of a Student Loan at 9% on the portion of earnings subject to NICs which exceed:

Plan 1		Plan 2		Plan 4	
per annum	£24,990	per annum	£27,295	per annum	£31,395
per month	£2,082.5	per month	£2,274.58	per month	£2,616.25
per week	£480.58	per week	£524.90	per week	£603.75

Post Graduate Loans

2024/25 - An employee commences repayment of a Post Graduate Loan at 6% on the portion of earnings subject to NICs which exceed:

per annum	£21,000
per month	£1,750
per week	£403.84

Company Cars and Vans

Petrol/Electric/RDE2 Diesel		
CO ² Emissions	NEDC	WLTP
0g/hm	2%	2%
1 - 50g/km	2 to 14%	2 to 14%
51 - 54g/km	15%	15%
55 - 59g/km	16%	16%
Percentage rate increases by 1% for every 5g/km to the maximum		
Each additional 5g/km	1%	1%
Diesel supplement	4%	4%
Maximum benefit in all cases	37%	37%

WLTP to be used for new Company Cars from 6 April 2020
1-50g/km percentage based on electric mileage possible by the car

Vans	£3,960.00
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Fuel Scale Charges

Cars	£27,800
Vans	£757

HMRC Advisory Fuel Rates

These are reviewed quarterly effective 1 March, 1 June, 1 September and 1 December. To ensure the correct rate is used, employers are advised to check the rates at the end of February, May, August and November.

Approved Mileage Allowance Payments

First 10,000 miles for tax purposes	45p
Over 10,000 miles for tax purposes	25p
For NI purposes - regardless of mileage	45p
Bicycle rate - regardless of mileage	20p
Motorcycle rate - regardless of mileage	24p
Passenger rate - regardless of mileage	5p

Class 1 National Insurance

Thresholds - 2024/25	Weekly	Monthly
Lower Earnings Limit (LEL)	£123	£533
Secondary Threshold (ST)	£175	£758
Primary Threshold (PT)	£242	£1,048
Upper Apprentice Secondary Threshold (AUST)	£967	£4,189
Upper Secondary Threshold (UST)	£967	£4,189
Upper Earnings Limit (UEL)	£967	£4,189
Veterans Upper Secondary Threshold (VUST)	£481	£2,083
Freeports Upper Secondary Threshold (FUST)	£481	£2,083
Investment Zone Upper Secondary Threshold (IZUST)	£481	£2,083

Standard Rate Employer

Below LEL	Nil
LEL to ST	0%
ST to UEL	13.80%
Above UEL	13.80%

For apprentices under 25, the AUS was introduced from 2016/17, aligned with the UEL. The employer does not pay NICs on earnings between the ST and the UST.

Standard Rate Employee

Below LEL	Nil
LEL to PT	0%
PT to UEL	8.00%
Above UEL	2.00%

NIC Thresholds (Applicable from April 2024)

Lower Earnings Limit (LEL)

Weekly	£123.00	Fortnightly	£246.00
Four weekly	£492.00	Monthly	£533.00
Annual	£6,396.00		

Primary Threshold (PT)

Weekly	£242.00	Fortnightly	£484.00
Four weekly	£964.00	Monthly	£1,048.00
Annual	£12,570.00		

Secondary Threshold (ST)

Weekly	£175	Fortnightly	£350
Four weekly	£700	Monthly	£758
Annual	£9,100		

Upper Earnings Limit (UEL)

Weekly	£967	Fortnightly	£1,934
Four weekly	£3,867	Monthly	£4,189
Annual	£50,270		

NIC Rates - Employer Contributions

Standard Rate	13.80%
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NIC Rates - Employee Contributions

Standard Rate	8.00%
Reduced Rate	1.85%
Deferred Rate	2.00%

Class 3 National Insurance

Voluntary NICs	£17.45 per week
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Class 1A And 1B National Insurance

For P110 benefits and PSAs	13.80%
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Employment Allowance

Per eligible employer	£5,000 per annum
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Auto-Enrolment Thresholds - 2024/25

Earnings Trigger	£10,000
Lower Qualifying Earnings Band Weekly	Weekly £120
Upper Qualifying Earnings Band Weekly	Weekly £967

QEB Lower Limit

Weekly	£120
2 Weekly	£240
4 Weekly	£480
Monthly	£520
Quarterly	£1,560
6 Monthly	£3,120

QEB Upper Limit

Weekly	£967
2 Weekly	£1,934
4 Weekly	£3,867
Monthly	£4,189
Quarterly	£12,568
6 Monthly	£25,135

Earnings Trigger

Weekly	£192
2 Weekly	£384
4 Weekly	£768
Monthly	£833
Quarterly	£2,500
6 Monthly	£5,000

Tax Facts

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