



Rates and bands for NI, PAYE and Statutory Payments

2024-25 tax year

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2024-25 tax year
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Contents

| | |
|--|----|
| National Insurance rates and earnings limits | 4 |
| Employee and employer NI contributions | 4 |
| Statutory Maternity, Paternity, Adoption, Shared Parental and Parental Bereavement Pay | 7 |
| Statutory Sick Pay (SSP) | 7 |
| Income Tax rates and bands - Rest of the UK | 8 |
| Income Tax rates and bands – Welsh* | 8 |
| Income Tax rates and bands – Scottish* | 8 |
| Tax allowances | 9 |
| Tax codes | 9 |
| Small Employers Relief | 9 |
| Student and Postgraduate Loan thresholds | 9 |
| Thresholds for Auto Enrolment* | 10 |
| Thresholds for termination and sporting testimonial payments | 11 |
| Employment Allowance | 11 |
| Apprenticeship Levy | 11 |
| National Minimum Wage | 12 |
| Other user guides | 12 |

National Insurance rates and earnings limits

| | LEL | PT | ST | UEL | UST | AUST | FUST/IZUST | VUST |
|-----------|-------|-------|-------|--------|--------|--------|------------|--------|
| Weekly | 123 | 242 | 175 | 967 | 967 | 967 | 481 | 967 |
| 2 weekly | 246 | 484 | 350 | 1,934 | 1,934 | 1,934 | 962 | 1,934 |
| 4 weekly | 492 | 967 | 700 | 3,867 | 3,867 | 3,867 | 1,924 | 3,867 |
| Monthly | 533 | 1048 | 758 | 4,189 | 4,189 | 4,189 | 2,083 | 4,189 |
| Quarterly | 1,599 | 3143 | 2,275 | 12,568 | 12,568 | 12,568 | 6,250 | 12,568 |
| 6 Monthly | 3,198 | 6285 | 4,550 | 25,135 | 25,135 | 25,135 | 12,500 | 25,135 |
| Annual | 6,396 | 12570 | 9,100 | 50,270 | 50,270 | 50,270 | 25,000 | 50,270 |

LEL = Lower Earnings Limit, PT = Primary Threshold, ST = Secondary Threshold, UEL = Upper Earnings Limit, UST = Upper Secondary Threshold, AUST = Apprentice Upper Secondary Threshold, FUST = Freeport Upper Secondary Threshold, IZUST= Investment Zone Upper Secondary Threshold, VUST = Veterans Upper Secondary Threshold.

Employee and employer NI contributions

| Employee NI contributions (From 6 th of April 2024) | | | | |
|--|--------------------|---|---|-------------------------------|
| Letter | Earnings below LEL | Earnings at or above LEL up to and including PT | Earnings above PT up to and including UEL | Balance of earnings above UEL |
| A (Standard) | NIL | 0% | 10% | 2% |
| B (Reduced) | NIL | 0% | 3.85% | 2% |
| C (Over State Pension Age) | NIL | NIL | NIL | NIL |
| D (Investment Zone Deferment) | NIL | 0% | 2% | 2% |
| E (Investment Zone MWRRE) | NIL | 0% | 3.85% | 2% |
| F (Freeport Standard) | NIL | 0% | 10% | 2% |
| H (Apprentice Under 25) | NIL | 0% | 10% | 2% |
| I (Freeport MWRRE) | NIL | 0% | 3.85% | 2% |
| J (Deferment) | NIL | 0% | 2% | 2% |
| K (Investment Zone over State Pension Age) | NIL | NIL | NIL | NIL |
| L (Freeport Deferment) | NIL | 0% | 2% | 2% |

2024-25 tax year rates and bands

| | | | | | |
|--|--------------------|---|--|---|---|
| M (Under 21) | NIL | 0% | 10% | 2% | |
| N (Investment Zone Standard) | NIL | 0% | 10% | 2% | |
| S (Freeport over State Pension Age) | NIL | NIL | NIL | NIL | |
| V (Veterans Standard) | NIL | 0% | 10% | 2% | |
| Z (Under 21-Deferment) | NIL | 0% | 2% | 2% | |
| Employer NI contributions (From 6 th of April 2024) | | | | | |
| Letter | Earnings below LEL | Earnings at or above LEL up to and including ST | Earnings above ST up to and including FUST/IZUST | Earnings above FUST/IZUST up to and including UEL/UST/AUST/VUST | Balance of earnings above UEL/UST/AUST/VUST |
| A (Standard) | NIL | 0% | 13.8% | 13.8% | 13.8% |
| B (Reduced) | NIL | 0% | 13.8% | 13.8% | 13.8% |
| C (Over State Pension Age) | NIL | 0% | 13.8% | 13.8% | 13.8% |
| D (Investment Zone Deferment) | NIL | 0% | 0% | 13.8% | 13.8% |
| E (Investment Zone MWRRE) | NIL | 0% | 0% | 13.8% | 13.8% |
| F (Freeport Standard) | NIL | 0% | 0% | 13.8% | 13.8% |
| H (Apprentice Under 25) | NIL | 0% | 0% | 0% | 13.8% |
| I (Freeport MWRRE) | NIL | 0% | 0% | 13.8% | 13.8% |
| J (Deferment) | NIL | 0% | 13.8% | 13.8% | 13.8% |
| K (Investment Zone over State Pension Age) | NIL | 0% | 0% | 13.8% | 13.8% |
| L (Freeport Deferment) | NIL | 0% | 0% | 13.8% | 13.8% |
| M (Under 21) | NIL | 0% | 0% | 0% | 13.8% |
| N (Investment Zone Standard) | NIL | 0% | 0% | 13.8% | 13.8% |
| S (Freeport over State Pension Age) | NIL | 0% | 0% | 13.8% | 13.8% |
| V (Veterans Standard) | NIL | 0% | 0% | 0% | 13.8% |

2024-25 tax year rates and bands

| | | | | | |
|------------------------|-----|----|----|----|-------|
| Z (Under 21-Deferment) | NIL | 0% | 0% | 0% | 13.8% |
|------------------------|-----|----|----|----|-------|

Statutory Maternity, Paternity, Adoption, Shared Parental and Parental Bereavement Pay

| Type of payment or recovery | 2024 to 2025 rate |
|---|---|
| SMP – weekly rate for first 6 weeks | 90% of the employee's average weekly earnings |
| SMP – weekly rate for remaining weeks | £184.03 or 90% of the employee's average weekly earnings, whichever is lower |
| Statutory Paternity Pay (SPP) – weekly rate | £184.03 or 90% of the employee's average weekly earnings, whichever is lower |
| Statutory Adoption Pay (SAP) – weekly rate for first 6 weeks | 90% of employee's average weekly earnings |
| SAP – weekly rate for remaining weeks | £184.03 or 90% of the employee's average weekly earnings, whichever is lower |
| Statutory Shared Parental Pay (ShPP) – weekly rate | £184.03 or 90% of the employee's average weekly earnings, whichever is lower |
| Statutory Parental Bereavement Pay (SPBP) – weekly rate | £184.03 or 90% of the employee's average weekly earnings, whichever is lower |
| SMP, SPP, ShPP, SAP or SPBP – proportion of your payments you can recover from HMRC | 92% if your total Class 1 National Insurance (both employee and employer contributions) is above £45,000 for the previous tax year. 103% if your total Class 1 National Insurance for the previous tax year is £45,000 or lower. |

Will be applicable from 6 April 2024

Statutory Sick Pay (SSP)

| Unrounded daily rates | Number of qualifying days in week | 1 day to pay | 2 days to pay | 3 days to pay | 4 days to pay | 5 days to pay | 6 days to pay | 7 days to pay |
|-----------------------|-----------------------------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| £16.6785 | 7 | £16.68 | £33.36 | £50.04 | £66.72 | £83.40 | £100.08 | £116.75 |
| £19.4583 | 6 | £19.46 | £38.92 | £58.38 | £77.84 | £97.30 | £116.75 | - |
| £23.35 | 5 | £23.35 | £46.70 | £70.05 | £93.40 | £116.75 | - | - |
| £29.1875 | 4 | £29.19 | £58.38 | £87.57 | £116.75 | - | - | - |
| £38.9166 | 3 | £38.92 | £77.84 | £116.75 | - | - | - | - |
| £58.375 | 2 | £58.38 | £116.75 | - | - | - | - | - |
| £116.75 | 1 | £116.75 | - | - | - | - | - | - |

Will be applicable from 6 April 2024

Income Tax rates and bands - Rest of the UK

| | | 2023-24 | 2024-25 |
|-----------------|-----|----------------|----------------|
| Basic rate | 20% | 1-37,700 | 1-37,700 |
| Higher rate | 40% | 37,701-125,140 | 37,701-125,140 |
| Additional rate | 45% | Over 125,140 | Over 125,141 |

Income Tax rates and bands – Welsh*

| | | 2023-24 | 2024-25 |
|-----------------|-----|----------------|----------------|
| Basic rate | 20% | 1-37,700 | 1-37,700 |
| Higher rate | 40% | 37,701-125,140 | 37,701-125,140 |
| Additional rate | 45% | Over 125,140 | Over 125,141 |

* To be confirmed

Income Tax rates and bands – Scottish*

| | | 2023-24 | | 2024-25 |
|-------------------------------|-----|----------------|-----|----------------|
| Starter rate | 19% | 1-2,162 | 19% | 1-2,306 |
| Basic rate | 20% | 2,163-13,118 | 20% | 2,307-13,991 |
| Intermediate rate | 21% | 13,119-31,092 | 21% | 13,992-31,092 |
| Higher rate | 42% | 31,093-125,140 | 42% | 31,093-62,430 |
| Advanced rate (New for 24-25) | | N/A | 45% | 62,431-125,140 |
| Top rate | 47% | Over 125,140 | 48% | Over 125,141 |

* To be confirmed

Tax allowances

| | 2023-24 | 2024-25 |
|--------------------|---------|---------|
| Personal Allowance | 12,570 | 12,570 |
| Marriage Allowance | 1,257 | 1,257 |

Tax codes

| | 2023-24 | 2024-25 |
|--------------------|---------|---------|
| Emergency tax code | 1,257 | 1,257 |

- Tax codes with a suffix of L will remain the same for 2024/25
- Tax codes with a suffix of M will remain the same for 2024/25
- Tax codes with a suffix of N will remain the same for 2024/25

Small Employers Relief

The recovery and compensation rates for Small Employers Relief (SER) and the classification of a small business have not changed.

- Employers who qualify for SER are those with a total annual Class 1 NICs including primary (employee) and secondary (employer) liability of £45,000 or less.
- Employers who qualify for SER can recover 100% of statutory payments (SMP, SPP, ShPP, SAP and SPBP) paid to their employees plus 3% compensation.
- Employers who do not qualify for SER can recover 92% of the statutory payments paid to their employees.

Student and Postgraduate Loan thresholds

From 6 April 2024, the annual Student and Postgraduate Loan thresholds are:

- Student Loan plan 1: £24,990 (was £22,015)
- Student Loan plan 2: Remains as £27,295
- Postgraduate Loan: Remains as £21,000
- Scottish Student Loan plan 4: £31,395 (was £27,660)

** To be confirmed*

The deduction rate for Student Loans is 9%

The deduction rate for Postgraduate Loans is 6%

Thresholds for Auto Enrolment*

| Auto Enrolment Thresholds for the 2024-25 tax year. | | | | | |
|---|--------|----------|----------|---------|--------|
| PRP | Weekly | 2 Weekly | 4 Weekly | Monthly | Yearly |
| Lower level | 120 | 240 | 480 | 520 | 6,240 |
| Earnings trigger | 192 | 384 | 768 | 833 | 10,000 |
| Upper level | 967 | 1,934 | 3,867 | 4,189 | 50,270 |

PRP = Pay Reference Period, Lower level = Lower level of qualifying earnings, Earnings trigger = Earnings trigger for automatic enrolment, Upper level = Upper level of qualifying earnings

The total minimum Auto Enrolment contribution remains unchanged at 8% - with the employer contributing at least 3%.

** To be confirmed*

Thresholds for termination and sporting testimonial payments

Class 1A NI Employers NICs thresholds and rate for termination and sporting testimonial payments remain unchanged as follows:

| | 2023-24 | 2024-25 |
|---|------------|------------|
| Termination payments threshold | 30,000 | 30,000 |
| Sporting testimonial payments threshold | 100,000.00 | 100,000.00 |
| Class 1A NI contribution rate applicable on the amount of termination and sporting testimonial payments paid to employees which exceed their associated threshold | 13.80% | 13.80% |

Employment Allowance

From 6 April 2024, the Employment Allowance remains as £5,000.

Apprenticeship Levy

From 6 April 2024, the Apprenticeship Levy Allowance remains as £15,000.

The deduction for the Apprenticeship Levy is charged at a rate of 0.5%

National Minimum Wage

These rates apply from 1 April 2024.

| Category of Workers | Hourly Rate |
|---|-------------|
| Aged 21 and above (national living wage rate) | £11.44 |
| Aged 18 to 20 inclusive | £8.60 |
| Aged under 18 (but above compulsory school leaving age) | £6.40 |
| Apprentices aged under 19 | £6.40 |
| Apprentices aged 19 and over, but in the first year of their apprenticeship | £6.40 |

Other user guides

Opera 3 guides are available in the User Guides section at docs.pegasus.co.uk.

| Guide | Description |
|-----------------------------|---|
| Installation guide | This guide instructions for the installation and upgrades of Opera 3. |
| Checklists guide | This guide describes the steps necessary to upgrade to Pegasus Opera 3 (2.96.00) and Pegasus Scheduler (2.21.00), and then complete the payroll year-end and start the new tax year. |
| Software Requirements guide | This guide lists the editions of Microsoft Office, Microsoft SQL Server, Microsoft Windows Server, Microsoft Windows desktop, web browsers and Microsoft .NET supported for Opera 3 and Pegasus Web Xchange. |
| SQL Server Licensing guide | This guide explains the licensing options for different editions of Microsoft SQL Server. It explains how to calculate the number of CALs (Client Access Licences) required for Pegasus products that use Microsoft SQL Server for the datastore. |