

## Key Payroll Data 2015/2016

### PAYE Rates

The level of income at which income tax becomes payable is:

- Weekly £204.00
- Monthly £833.00
- Annually £10,600.00

Taxable Income	Rate of Tax
From 0 to £31,785	20% basic rate
From £31,786 to £150,000	40% higher rate
From £150,000 and above	45% additional rate

Emergency tax code: **1060L**

### PAYE Quarterly Payments

When an employer's average monthly payments for PAYE tax and NIC are less than £1,500 per month, payment can be made quarterly.

### National Insurance Contributions

	Weekly	Monthly	Annually
	£	£	£
Lower Earning Limit (LEL)	112.00	486.00	5824.00
Secondary Threshold (ST)	156.00	676.00	8112.00
Primary Threshold (PT)	155.00	672.00	8060.00
Upper Accrual Point (UAP)	770.00	3,337.00	40,040.00
Upper Earnings Limit (UEL)	815.00	3532.00	42,385.00

### National Insurance Rates

Table Letter	Employees			
	Earnings up to ST	Earnings from ST to PT	Earnings above PT up to and including UEL	Earnings above UEL
	%	%	%	%
A	0	0	12%	2%
B	0	0	5.85%	2%
C	NIL	NIL	NIL	NIL
J	0	0	2%	2%
M	0	12%	12%	2%
Z	0	2%	2%	2%

Nil for employees aged 16 to 20

### National Insurance Rates

Table Letter	Employers			
	Earnings up to ST	Earnings from ST to PT	Earnings above PT up to and including UEL	Earnings above UEL
	%	%	%	%
A	0	13.8	13.8	13.8
B	0	13.8	13.8	13.8
C	0	13.8	13.8	13.8
J	0	13.8	13.8	13.8
M	0	0	13.8	13.8
Z	0	0	13.8	13.8

### Statutory Sick Pay (SSP)

<b>Payable to age 65 only!</b>	
Weekly rate	£88.45
Daily Rate	Weekly rate ÷ No of working days
Waiting days	3 days

From 6 April 2014 the recovery of SSP was abolished. You cannot therefore recover any SSP for any tax years from 2014-2015.

### Statutory Maternity Pay (SMP)

First Six Weeks	90% of employee's average weekly earnings
Pay the lesser of :	
Remaining Weeks	90% of average weekly earnings or £139.58

### Statutory Paternity Pay/Statutory Adoption Pay

<b>Ordinary Statutory Paternity Pay</b>	
Paid for a maximum of 2 weeks (conditions apply)	Pay the lesser of 90% of average weekly earnings or £139.58

<b>Additional Statutory Paternity Pay</b>	
Minimum of 2 weeks – maximum of 26 weeks (conditions apply)	Pay the lesser of 90% of average weekly earnings or £139.58

### SMP/SPP /SAP Reclaim

	Percentage Recoverable	Compensation Percentage
NI Greater than £45,000	92%	Nil
NI less than £45,000	100%	3%

### Subcontractor Tax Deduction

The current rate of Income Tax deduction for sub contraction that are CIS registered is 20%

For sub-contractors that are not CIS registered the rate of deductions must be 30%

### Pension Scheme Allowance

	£
Annual Allowance	40,000
Lifetime Allowance	1,250,000

If less than the maximum (£50,000 until 2013/14) paid in any of the preceding 3 years, the current contributions can be increased by the shortfall.

### Authorised Mileage Rates

	£
Car First 10,000 miles	45p
Car Additional Business miles	25p
Motor Cycles	24p
Bicycles	20p
Passenger Payments	5p
<b>(NB Only if paid by employer)</b>	

### Childcare Vouchers

The limit for childcare vouchers is the following

	£
Weekly Limit	55.00
Monthly Limit	243.00

### Student Loan Limit

	£
Weekly Threshold	333.00
Monthly Threshold	1444.00
Annual threshold	17335.00

### How We Can Help

We can advise as to the best course of action in your own particular circumstances.

Should you require any clarification on any of the above points please do not hesitate to contact us

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