

### Statutory Payments 2014-2015

Qualifying Earnings	£111pw
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#### Statutory Maternity Pay (SMP)

First 6 wks	90% of AWE
Further 33 wks	Lesser of £138.18 or 90% AWE

#### Statutory Adoption Pay (SAP)

39 wks	Lesser of £138.18 or 90% of AWE
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#### Ordinary Statutory Paternity Pay (SPP)

2 wks	Lesser of £138.18 or 90% of AWE
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#### Additional Statutory Paternity Pay (ASPP)

Up to 26wks	Lesser of £138.18 or 90% of AWE
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#### SMP, SAP, SPP, ASPP Recovery

Employers can recover 92% paid. Small employers (less than £45,000 nic pa) can recover 103% of amount paid

#### Statutory Sick Pay (SPP)

Weekly rate	£86.70
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### Student Loan Recovery 2014-2015

Earnings Repayment Threshold	£16,910 pa
Rate of Deduction	9%

National Minimum Wage	Oct 2013	Oct 2014
16-17yrs	£3.72	£3.79
18-20yrs	£5.03	£5.13
21+yrs	£6.31	£6.50
Apprenticeship	£2.68	£2.73

### Key Payroll Dates

19th each mth	PAYE/NIC cheque payment
22nd each mth	PAYE/NIC electronic payment
6th April	New tax bands effective
31st May	Issue P60's to employees
6th July	Submit forms P9D/P11D/P11D(b) to HMRC
19th/22nd July	Class 1A NIC due (P11D)
19th/22nd October	Class1B NIC due (PSA)

The information on this card is a summary guide only and is not intended as a comprehensive representation of the law, for further details see .GOV.UK

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# Tax and National Insurance Facts 2014-2015

### Income Tax Allowances 2014-2015

Standard Personal Allowance (born after 05/04/948)	£10,000
Standard/Emergency Tax Code	1000L
Standard Personal Allowance if born between 06/04/1938 and 05/04/4948	£10,500
Standard Personal Allowance if born before 06/04/1938	£10,660
Income limit for Personal Allowance	£100,000

### Income Tax Bandings 2014-2015

Basic Rate: 20%	£0 - £31,865
Higher Rate: 40%	£31,866 - £150,000
Additional Rate: 45%	Over £150,000

### National Insurance Thresholds 2014-2015

Class 1	Weekly	Monthly	Annually
Lower Earnings Limit (LEL)	£111	£481	£5,772
Primary Threshold (PT)	£153	£663	£7,956
Secondary Threshold (ST)	£153	£663	£7,956
Upper Accrual Point (UAP)	£770	£3,337	£40,040
Upper Earnings Limit (UEL)	£805	£3,489	£41,865

### National Insurance Rates 2014-2015

Not Contracted Out	Employee			Employer
	A	C	J	All Rates
To LEL	0%	0%	0%	0%
LEL to PT/ST	0%	0%	0%	0%
PT/ST to UAP	12%	0%	2%	13.8%
UAP to UEL	12%	0%	2%	13.8%
Above UEL	2%	0%	2%	13.8%

Contracted Out	D Rate	D Rate
To LEL	0%	0%
LEL to PT/ST	0%	0%
PT/ST to UAP	10.6%	10.4%
UAP to UEL	12%	13.8%
Above UEL	2%	13.8%

#### Rebate on Earnings

LEL to ST	n/a	3.4%
LEL to PT	1.4%	n/a

#### For benefits provided in 2014-15

Class 1A-P11D	n/a	13.8%
Class 1B-PSA	n/a	13.8%

#### Other National Insurance Classes

Class 2 Flat rate – Self Employed	£2.75pw
Class 2 small earnings exception	£5,885pa
Class 3 – Voluntary	£5.55pw
Class 4 lower profit limit	£7,956pa
Class 4 upper profit limit	£41,865pa
Class 4 between lower and upper profit limit	9%
Class 4 above upper profit limit	2%

### Pension Cap/Allowances 2014-2015

Annual Allowance	£40,000
Lifetime Allowance	£1.25 million
AutoEnrolment trigger	£10,000pa
AutoEnrolment lower qualifying earnings	£5,772pa
AutoEnrolment lower qualifying earnings	£41,865pa

### Mileage Rates (Per Mile) 2014-2015

Vehicle	First 10,000	Over 10,000
Privately owned cars	45p	25p
Bicycle rate	20p	20p
Motorcycle rate	24p	24p
Passenger rate (each)	5p	5p

### Company Cars

C02 Emissions	
Electric only cars	0%
75g/km	5%
76g to 94g/km	11%
95g to 99g/km	12%
100g/km	13%
Each additional 5g/km	+1%
Diesel supplement	+3%
Maximum benefit	35%