

STATUTORY PAYMENTS

2019/20

QUALIFYING EARNING LEVEL

£118 weekly

STATUTORY MATERNITY PAY (SMP)

First 6 weeks	90% of employee's average weekly earnings (AWE)
Further 33 weeks	£148.68 or 90% of the employee's AWE, whichever is lowest

STATUTORY ADOPTION PAY (SAP)

First 6 weeks	90% of employee's AWE
Further 33 weeks	£148.68 or 90% of the employee's AWE, whichever is lowest

STATUTORY PATERNITY PAY (SPP)

2 weeks	£148.68 or 90% of the employee's AWE, whichever is lowest
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SHARED PARENTAL PAY (SHPP)

Weekly	£148.68 or 90% of the employee's AWE, whichever is lowest
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STATUTORY SICK PAY (SSP)

Standard weekly rate	£94.25
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MISCELLANEOUS

STATUTORY MAXIMUM REDUNDANCY PAY

£525 per week

NATIONAL MINIMUM WAGE

16-17	£4.35 ph
18-20	£6.15 ph
21-24	£7.70 ph
Apprenticeship	£3.90 ph

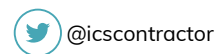
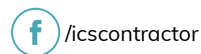
NATIONAL LIVING WAGE (25+)

£8.21 ph

KEY PAYROLL DATES

31 January 2019	Self-assessment payment of tax
6 April 2019	New Tax Bands Effective
19 April 2019	Deadline for RTI submission
31 May 2019	Issue P60 to employees
6 July 2019	Return forms P11D to HMRC
19 July 2019	Class 1A payment due P11D if paying by cheque
22 July 2019	Class 1A payment due P11D if paying electronically
5 October 2019	Register for Self-Assessment for 2018/19 tax year
19 October 2019	Class 1B payment due (P11Ds) if paying by cheque
22 October 2019	Class 1B payment due (P11Ds) if paying electronically
30 December 2019	File self-assessment to have unpaid taxes coded out

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Factcard 2019/20



TAX RATES

	2018/19	2019/20
INCOME TAX BANDS		
20% basic rate (7.5%*)	£0-£34,500	£0-£37,500
40% higher rate (32.5%*)	£34,501-150,000	£37,501-150,000
45% additional rate (38.1%*)	Over £150,000	Over £150,000
Tax code	1185L	1250L

*dividend tax rate

PERSONAL ALLOWANCE		
Personal allowance	£11,850 p.a	£12,500 p.a
Income limited for personal allowance	£100,000	£100,000
Blind person's allowance	£2,390	£2,450
Marriage allowance	£1,190	£1,250

PENSION CAP/ALLOWANCES		
Annual allowance	£40,000	£40,000
Lifetime allowance	£1,030,000	£1,055,000
Auto enrolment trigger	£10,000 p.a	£10,000 p.a
Auto enrolment lower qualifying start point	£6,032 p.a	£6,136 p.a
Auto enrolment upper qualifying start point	£46,350 p.a	£50,000 p.a

STUDENT LOAN RECOVERY		
Plan 1 (before Sept 2012)		
Earnings threshold at which repayment of student loan begins	£18,330 /year £1,527 /month £352 /week	£18,935 /year £1,558 /month £364 /week
Rate of reduction	9%	9%
Plan 2 (after Sept 2012)		
Earnings threshold at which repayment of student loan begins	£25,000 /year £2,083 /month £480 /week	£25,725 /year £2,144 /month £495 /week
Rate of reduction	9%	9%

COMPANY CARS

	2018/19	2019/20
CO2 EMISSIONS		
0-50g/km	13%	16%
51-75g/km	16%	19%
76-94g/km	19%	22%
Each additional 5g/km	+1%	+1%
Diesel supplement	+3%	+4%
Maximum benefit	37%	37%
Van benefit charge	£3,350	£3,430

HMRC ADVISORY FUEL RATES	Petrol	LPG
below 1400cc	11p	7p
1401 to 2000cc	14p	8p
Over 2000cc	21p	13p
	Diesel	
up to 1600cc	10p	
1601cc to 2000cc	11p	
Over 2000cc	13p	

FUEL SCALE CHARGE

The taxable benefit is obtained by multiplying the fuel scale charge of £24,100 by the appropriate percentage used to calculate the car benefit. Company van fuel benefit surcharge £655.

MILEAGE RATES 2019/20		
Vehicle	First 10,000 miles	Over 10,000 miles
Cars and vans	45p	25p
Bicycle	20p	20p
Motorcycles	24p	24p
Passenger rate (each)	5p	5p

NATIONAL INSURANCE THRESHOLDS 2019/20

CLASS 1 NICs			
	Weekly	Monthly	Annually
Lower earnings limit (LEL)	£118	£512	£6,136
Primary threshold (PT)	£166	£719	£8,632
Secondary threshold (ST)	£166	£719	£8,632
Upper earnings limit (UEL)	£962	£4,167	£50,000
Upper secondary threshold (UST) for under 21s	£962	£4,167	£50,000
Apprentice upper secondary threshold (AUST) for under 25s	£962	£4,167	£50,000

NATIONAL INSURANCE RATES 2019/20

NATIONAL INSURANCE CATEGORY LETTER			
Primary contributions	LEL to PT	Above PT to UEL	Above UEL
A, H	0%	12%	2%
M (under 21)	0%	12%	2%
J, Z (under 21)	0%	2%	2%
B	0%	5.85%	2%
C	NIL	NIL	NIL
Secondary contributions			
A, B, C and J	0%	13.8%	13.8%
H (apprentice under 25)	0%	0%	13.8%
M, Z (under 21)	0%	0%	13.8%

EMPLOYMENT ALLOWANCE			
2019/20	£3,000		

From April 2016, companies where the sole employee is a director are no longer entitled to claim the employment allowance.