

## STATUTORY PAYMENTS

2020/21

### QUALIFYING EARNING LEVEL

£118 weekly

### STATUTORY MATERNITY PAY (SMP)

First 6 Weeks 90% of employee's average weekly earnings (AWE)  
Further 33 Weeks £151.20 or 90% of the employee's AWE, whichever is lowest

### STATUTORY ADOPTION PAY (SAP)

First 6 Weeks 90% of employee's average weekly earnings (AWE)  
Further 33 Weeks £151.20 or 90% of the employee's AWE, whichever is lowest

### STATUTORY PATERNITY PAY (SPP)

2 Weeks £151.20 or 90% of the employee's AWE, whichever is lowest

### STATUTORY SHARED PARENTAL PAY (SHPP)

Weekly £151.20 or 90% of the employee's AWE, whichever is lowest

### STATUTORY SICK PAY (SSP)

Standard Weekly Rate £95.85

## MISCELLANEOUS

### STATUTORY MAXIMUM REDUNDANCY PAY

Weekly £538

### NATIONAL LIVING WAGE

Aged 25 and above £8.72

### PAYROLL DATES

|                    |   |
|--------------------|---|
| 6th April 2020     | New Tax Year Begins   |
| 19th April 2020    | Deadline for PAYE final submission                              |
| 31st May 2020      | Issue P60 To Employees  |
| 6th July 2020      | Return Forms P11D to HMRC                                       |
| 19th July 2020     | Class 1A Payment Due P11D<br>If Paying By Cheque                |
| 22nd July 2020     | Class 1A Payment Due P11D<br>If Paying Electronically           |
| 5th October 2020   | Register For Self-Assessment<br>For 2020/21 Tax Year            |
| 30th December 2020 | Self-Assessment Deadline To Have<br>Unpaid Taxes Coded Out      |
| 31st January 2021  | Filing Deadline & Payment of<br>Self-Assessment Tax for 2019/20 |



Freephone **0800 195 3750**

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# TAX FACT CARD 2020/21



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## TAX RATES

### INCOME TAX BANDS

|                              | 2019/20            | 2020/21            |
|------------------------------|--------------------|--------------------|
| 20% Basic Rate               | £0-£37,500         | £0 - £37,500       |
| 40% Higher Rate (32.5%*)     | £37,501 - £150,000 | £37,501 - £150,000 |
| 45% Additional Rate (38.1%*) | Over £150,000      | Over £150,000      |
| Tax Code                     | 1250L              | 1250L              |

### PERSONAL ALLOWANCE

|                                       |              |              |
|---------------------------------------|--------------|--------------|
| Personal Allowance                    | £12,500 p.a. | £12,500 p.a. |
| Income Limited For Personal Allowance | £100,000     | £100,000     |
| Blind Person's Allowance              | £2,450       | £2,500       |
| Marriage Allowance                    | £1,250       | £2,500       |

### PENSION CAP/ALLOWANCES

|   |              |              |
|---|--------------|--------------|
| Annual Allowance                            | £40,000      | £40,000      |
| Lifetime Allowance                          | £1,055,000   | £1,073,100   |
| Auto Enrolment Trigger                      | £10,000 p.a. | £10,000 p.a. |
| Auto Enrolment Lower Qualifying Start Point | £6,136 p.a.  | £6,240 p.a.  |
| Auto Enrolment Upper Qualifying Start Point | £50,000 p.a. | £50,000 p.a. |

### STUDENT LOAN RECOVERY

#### Plan 1 (before Sept 2012)

|                                 |  |   |
|---------------------------------|--|---|
| Earning Threshold For Repayment | £18,935/year<br>£1,558/month<br>£364.13/week | £19,390/year<br>£1,615.83/month<br>£372.88/week |
| Rate Of Reduction               | 9%   | 9%  |

#### Plan 2 (after Sept 2012)

|                                 |   |   |
|---------------------------------|---|---|
| Earning Threshold For Repayment | £25,725/year<br>£2,143.75/month<br>£494.71/week | £26,575/year<br>£2,214.58/month<br>£511.05/week |
| Rate Of Reduction               | 9%  | 9%  |

## COMPANY CARS

### CO<sub>2</sub> EMISSIONS

|                                      |        |         |
|--------------------------------------|--------|---------|
| 0-50g/km                             | 16%    | 0 - 12% |
| Tier based on electric mileage range |        |         |
| 50g/km+ Each Additional 5g/km        | +1%    | +1%     |
| Diesel Supplement                    | +4%    | +4%     |
| Maximum Benefit                      | 37%    | 37%     |
| Van Benefit Charge                   | £3,430 | £3,490  |

### HMRC ADVISORY FUEL RATES

|               | PETROL | LPG |
|---------------|--------|-----|
| below 1400cc  | 10p    | 6p  |
| 1401 - 2000cc | 12p    | 8p  |
| over 2000cc   | 17p    | 11p |
|               | DIESEL |     |
| up to 1600cc  | 8p     |     |
| 1601 - 2000cc | 9p     |     |
| over 2000cc   | 12p    |     |

### 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 of £655.

### MILEAGE RATES 2020/21

| Vehicle               | First 10,000 Miles | Over 10,000 Miles |
|-----------------------|--------------------|-------------------|
| Cars & Vans           | 45p                | 25p               |
| Bicycle               | 20p                | 20p               |
| Motorcycles           | 24p                | 24p               |
| Passenger Rate (each) | 5p                 | 5p                |

## NATIONAL INSURANCE THRESHOLDS 2020/21

| Class 1 NICs  | Weekly | Monthly |
|---|--------|---------|
| Lower Earnings Limit (LEL)                                | £120   | £520    |
| Primary Threshold (PT)                                    | £183   | £792    |
| Secondary Threshold (ST)                                  | £169   | £732    |
| Upper Earnings Limit (UEL)                                | £962   | £4,167  |
| Upper Secondary Threshold (UST) For Under 21s             | £962   | £4,167  |
| Apprentice Upper Secondary Threshold (AUST) For Under 25s | £962   | £4,167  |

## NATIONAL INSURANCE RATES 2020/21

### NATIONAL INSURANCE CATEGORY LETTER

| PRIMARY CONTRIBUTIONS   | LEL to PT | Above PT to UEL |
|-------------------------|-----------|-----------------|
| A, H                    | 0%        | 12%             |
| M (under 21)            | 0%        | 12%             |
| J, Z (under 21)         | 0%        | 2%              |
| B                       | 0%        | 5.85%           |
| C                       | Nil       | Nil             |
| SECONDARY CONTRIBUTIONS |           |                 |
| A, B, C and J           | 0%        | 13.8%           |
| H (apprentice under 25) | 0%        | 0%              |
| M, Z (under 21)         | 0%        | 0%              |

### EMPLOYMENT ALLOWANCE

|         |        |
|---------|--------|
| 2020/21 | £4,000 |
|---------|--------|