

2023/2024

HR and Payroll rates

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Income Tax bands

England, Wales and Northern Ireland

Band	Taxable income	Tax rate
Basic rate	£1 – £37,700	20%
Higher rate	£37,701 – £125,140	40%
Additional rate	£125,141 >	45%

Scotland

Band	Taxable income	Tax rate
Starter rate	£1 – £2,162	19%
Basic rate	£2,163 – £13,118	20%
Intermediate rate	£13,119 – £31,092	21%
Higher rate	£31,093 – £125,140	42%
Top rate	£125,141 >	47%

UK-wide emergency tax codes

2023/2024
1257L W1
1257L M1
1257L X

UK Income Tax allowances

2023/2024	
Standard Personal Tax Allowance	£12,570
Income Limit for Personal Allowance	£100,000
Married Couple's Allowance	£10,375
Minimum Married Couple's Allowance	£4,010
Marriage Allowance	£1,260
Income Limit Marriage Allowance	£36,400
Blind Person's Allowance	£2,870

Student loan deductions

	Percentage	Repayment thresholds 23/24
Plan 1	9%	£22,015 per annum
		£1,834.58 per month
		£423.36 per week
Plan 2	9%	£27,295 per annum
		£2,274.58 per month
		£524.90 per week
Plan 4	9%	£27,660 per annum
		£2,305 per month
		£531.92 per week
Postgraduate loans	6%	£21,000 per annum
		£1,750 per month
		£403.84 per week

National Insurance Contributions

Class 1 National Insurance thresholds	Class 1 National Insurance thresholds		
	Weekly	Monthly	Annual
Lower Earnings Limit (LEL)	£123	£533	£6,396
Primary Earnings Threshold (PT)	£242	£1,048	£12,570
Secondary Earnings Threshold (ST)	£175	£758	£9,100
Freeport Upper Secondary Threshold (FUST)	£481	£2,083	£25,000
UEL / UST / AUST / VUST	£967	£4,189	£50,270

Class 1A and Class 1B rates

Employers pay Class 1A and 1B National Insurance on expenses and benefits they give to their employees. The rate from 6 April 2023 returns to 13.8%.

Class 1 National Insurance rates

Employee (primary) contribution rates

National Insurance category letter	Earnings above PT up to and including UEL	Balance of earnings above UEL
A - Standard rate	12%	2%
B - Reduced rate	5.85%	2%
C - Above SPA	Nil	Nil
F - Freeport standard rate	12%	2%
H - Apprentice under 25	12%	2%
I - Freeport reduced rate	5.85%	2%
J - Deferment	2%	2%
L - Freeport deferment	2%	2%
M - Under 21	12%	2%
S - Freeport above SPA	Nil	Nil
V - Veteran	12%	2%
Z - Deferment under 21	2%	2%

Employer (secondary) contribution rates

National Insurance category letter	Earnings above ST ¹	Earnings above FUST ²	Balance of earnings above UEL ³
A - Standard rate	13.8%	13.8%	13.8%
B - Reduced rate	13.8%	13.8%	13.8%
C - Above SPA	13.8%	13.8%	13.8%
F - Freeport standard rate	0%	13.8%	13.8%
H - Apprentice under 25	0%	0%	13.8%
I - Freeport reduced rate	0%	13.8%	13.8%
J - Deferment	13.8%	13.8%	13.8%
L - Freeport deferment	0%	13.8%	13.8%
M - Under 21	0%	0%	13.8%
S - Freeport above SPA	0%	13.8%	13.8%
V - Veteran	0%	0%	13.8%
Z - Deferment under 21	0%	0%	13.8%

¹ Earnings above ST up to and including FUST

² Earnings above FUST up to and including UEL, UST for under 21s, apprentices and veterans

³ Balance of earnings above UEL, UST for under 21s, apprentices and veterans

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Other allowances

Employment Allowance	£5,000 per annum
Apprenticeship Levy	£15,000 per annum

Statutory payments

2023/2024	
Minimum average weekly earnings during relevant period	£123 per week
SMP – Statutory Maternity Pay	
First 6 weeks	90% of AWE
Further 33 weeks	£172.48 per week or 90% of your average weekly earnings (whichever is lower)
SAP – Statutory Adoption Pay	
First 6 weeks	90% of AWE
Further 33 weeks	£172.48 per week or 90% of your average weekly earnings (whichever is lower)
SPP – Statutory Paternity Pay	
2 weeks	90% of AWE £172.48 per week or 90% of your average weekly earnings (whichever is lower)
ShPP – Statutory Shared Parental Pay	
Maximum of 37 weeks	90% of AWE £172.48 per week or 90% of your average weekly earnings (whichever is lower)
SPP – Statutory Parental Bereavement Pay	
2 weeks	90% of AWE £172.48 per week or 90% of your average weekly earnings (whichever is lower)
SSP – Statutory Sick Pay	
Standard weekly rate	£109.40 per week

Employers can recover 92% of SMP, SAP, SPP & ShPP payments. Small employers can recover 100% and also be compensated an extra 3%. You qualify for Small Employers Relief if your Class 1 NI bill in the last complete tax year was £45,000 or less.

Automatic enrolment

2023/2024	
Earnings trigger for automatic enrolment	£10,000
Lower level of qualifying earnings	£6,240
Upper level of qualifying earnings	£50,270

National Minimum and National Living Wage

2023/2024	
Aged 23 and above (NLW rate)	£10.42
Aged 21 to 22 inclusive	£10.18
Aged 18 to 20 inclusive	£7.49
Aged under 18 (but above compulsory school leaving age)	£5.28
Apprentices aged under 19	£5.28
Apprentices 19 and over in first year of apprenticeship	£5.28

Real Living Wage

Region	Hourly wage
UK	£10.90
London	£11.95

See www.livingwage.org.uk/what-real-living-wage for more information.

Company cars and vans

CO ₂ emissions	Electric range	Registered before 6 Apr 2021 (NEDC)	Registered on or after 6 Apr 2021 (WLTP)
		Appropriate percentage	Appropriate percentage
0g/km		2%	2%
1 – 50g/km	130+	2%	2%
1 – 50g/km	70-129	5%	5%
1 – 50g/km	40-69	8%	8%
1 – 50g/km	30-39	12%	12%
1 – 50g/km	<30	14%	14%
1 – 50g/km		15%	15%
Each additional 5g/km		Plus 1%	Plus 1%
Non-RDE2 diesel supplement		4%	4%
Maximum benefit in all cases		37%	37%

Van benefit charge

2023/2024	
	£3,960

Fuel benefit charges

2023/2024	
Car fuel benefit charge	£27,800 per annum
Van fuel benefit charge	£757 per annum

Mileage allowance payments

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

Useful dates in 2023

1 April NLW and NMW effective date	6 April Start of new tax year	19 April Deadline for final RTI submissions for 22/23 tax year
31 May P60s issue deadline	6 July P11D returns deadline	19 July Class 1A payment deadline (cheque)
22 July Class 1A payment deadline (electronic)	19 October Class 1B payment deadline (cheque)	22 October Class 1B payment deadline (electronic)

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All details contained within this document are correct at time of creation. (March 2023)