Stephenson Smart

Chartered Accountants and Business Advisors

PAYROLL FACT SHEET 2024/25

www.stephenson-smart.com

NATIONAL MINIMUM WAGE

Category of worker	Hourly rate
Aged 21 and above (national living wage rate)	£11.44
Aged 18 to 20 inclusive	£8.60
Aged under 18 (but above compulsory school leaving age)	£6.40
Apprentices aged under 19	£6.40
Apprentices aged 19 and over, but in the first year of their apprenticeship	£6.40

PERSONAL TAX ALLOWANCE

Standard Tax Code = 1257L

Employee personal allowance
> £242 per week **> £1,048 per month** **> £12,570 per year**

English and Northern Irish higher tax rate
40% on annual earnings from £37,701 to £125,140

English and Northern Irish additional tax rate
45% on annual earnings above £125,140

Personal Allowance goes down by **£1** for every **£2** that the individuals adjusted net income is **above £100,000.** The allowance is **zero** if the income is **£125,140 or above**

NATIONAL INSURANCE

Employee % = 8 *Above primary threshold*	**Employee % = 2** *Above the upper earnings limit*	**Employer % = 13.8**
Lower earnings limit		
> £123 per week	**> £533 per month**	**> £6,396 per year**
Primary threshold		
> £242 per week	**> £1048 per month**	**> £12,570 per year**
Secondary threshold		
> £175 per week	**> £758 per month**	**> £9,100 per year**
Freeport upper secondary threshold		
> £481 per week	**> £2,083 per month**	**> £25,000 per year**
Upper secondary threshold *(under 21)*		
> £967 per week	**> £4,189 per month**	**> £50,270 per year**
Apprentice upper secondary threshold *(apprentice under 25)*		
> £967 per week	**> £4,189 per month**	**> £50,270 per year**
Veterans upper secondary threshold		
> £967 per week	**> £4,189 per month**	**> £50,270 per year**
Upper earnings limit		
> £967 per week	**> £4,189 per month**	**> £50,270 per year**

STUDENT LOANS

Employee earnings threshold for student loan *plan 1*
> £24,990 per year **> £2,082.50 per month** **> £480.57 per week**

Employee earnings threshold for student loan *plan 2*
> £27,295 per year **> £2,274.58 per month** **> £524.90 per week**

Employee earnings threshold for student loan *plan 4*
> £31,395 per year **> £2,616.25 per month** **> £603.75 per week**

Student loan deduction rate = 9%

Employee earnings threshold for postgraduate loan
> £21,000 per year **> £1,750.00 per month** **> £403.84 per week**

Postgraduate loan deduction rate = 6%

STATUTORY PAY RATES

To be eligible for statutory pay, the employees average weekly earnings must equal £123 per week or above

Statutory Maternity Pay – weekly rate for first 6 weeks is 90% of the employee's average weekly earnings, the weekly rate for remaining weeks is £184.03 or 90% of the employee's average weekly earnings, whichever is lower.

Statutory Paternity Pay (SPP) – weekly rate of £184.03 or 90% of the employee's average weekly earnings, whichever is lower.

Statutory Adoption Pay (SAP) – weekly rate for first 6 weeks is 90% of the employee's average weekly earnings, the weekly rate for remaining weeks is £184.03 or 90% of the employee's average weekly earnings, whichever is lower.

Statutory Shared Parental Pay (SHPP) – weekly rate of £184.03 or 90% of the employee's average weekly earnings, whichever is lower.

Statutory Parental Bereavement Pay (SPBP) – weekly rate of £184.03 or 90% of the employee's average weekly earnings, whichever is lower.

SMP, SPP, ShPP, SAP or SPBP – proportion of the payments you can recover from HMRC are 92% if your total Class 1 National Insurance (both employee and employer contributions) is above £45,000 for the previous tax year.
103% if your total Class 1 National Insurance for the previous tax year is £45,000 or lower.

Statutory Sick Pay (SSP) = £116.75 weekly rate.

Un-rounded daily rates	Number of qualifying days in week	1 day to pay	2 days to pay	3 days to pay	4 days to pay	5 days to pay	6 days to pay	7 days to pay
£16.6785	7	£16.68	£33.36	£50.04	£66.72	£83.40	£100.08	£116.75
£19.4583	6	£19.46	£38.92	£58.38	£77.84	£97.30	£116.75	
£23.3500	5	£23.35	£46.70	£70.05	£93.40	£116.75		
£29.1875	4	£29.19	£58.38	£87.57	£116.75			
£38.9166	3	£38.92	£77.84	£116.75				
£58.3750	2	£58.38	£116.75					
£116.7500	1	£116.75						

SSP cannot be recovered from HMRC.

EMPLOYMENT ALLOWANCE

£5,000 per annum > Reclaimed against Employers NIC

APPRENTICESHIP LEVY

Apprenticeship Levy allowance £15,000
Apprenticeship Levy charge 0.5%
Applies to employers and associated companies where the pay bill is over £3 million

HOLIDAY ENTITLEMENT

Days worked per week	5	4	3	2	1
Days entitlement per annum *(including bank holidays)*	28	22.5	17	11.5	6

Please note any extra UK bank holidays have not been included in the above entitlements. However, these must be paid in addition if contracted. Please ask if you need further details.

Who we are

Stephenson Smart are a firm of accountants based in East Anglia, with offices in King's Lynn, Gorleston, Acle, Fakenham, Wisbech, March and Downham Market.

Our teams are qualified experts, many with specialisms, who offer a professional and supportive service to our clients, to help them understand their tax and finances.

We offer assistance and advice in several areas, including:

Audit and assurance • Financial planning and reporting

Tax planning • Inheritance tax

Bookkeeping and VAT • Payroll and CIS

Auto-enrolment • Probate and estates

You can find more information about us and our services at **www.stephenson-smart.com**

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