

## Statutory Paternity Pay (SPP) and Statutory Shared Parental Pay (ShPP)

	2015/16	2014/15
Minimum average earnings	£112.00	£111.00
Standard rate	Lesser of £139.58 or 90% of average earnings	Lesser of £138.18 or 90% of average earnings

## Statutory Adoption Pay (SAP)

	2015/16	2014/15
Minimum average earnings	£112.00	£111.00
Higher rate	90% of average earnings	N/A
Standard rate	Lesser of £139.58 or 90% of average earnings	Lesser of £138.18 or 90% of average earnings

The new rates of SMP, SPP, ShPP and SAP are payable in the first full payment week starting on or after 5th April 2015. The new rate for SSP begins on 6 April 2015

## National Minimum Wage

	October 2014
Adult rate (21 and over)	£6.50
Development rate (including 18-20 year olds)	£5.13
Under 18 but over compulsory school age	£3.79
Apprentices aged under 19/1st year of service	£2.73
Accommodation offset	Daily £5.08 Weekly £35.56

## Student Loans

	2015/16	2014/15
Threshold Plan 1	£17,335	£16,910
Threshold Plan 2	£21,000	£21,000
Deduction rate	9%	9%



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## Income Tax

Income tax bands

	2015/16	2014/15
Basic rate: 20%	£0 - £31,785	£0 - £31,865
Higher rate: 40%	£31,786 - £150,000	£31,866 - £150,000
Additional rate: 45%	Over £150,000	Over £150,000
Emergency tax code 1060L		

## Income tax personal and age-related allowances

	2015/16	2014/15
Personal allowance those born after 5.4.1938	£10,600	£10,000
Personal allowance those born before 6.4.1938	£10,660	£10,660
Married couple's allowance* (born before 6.4.35)	£8,355	£8,165
Married couple's allowance* - minimum amount	£3,220	£3,140
Income limit under 65 allowance	£100,000	£100,000
Income limit for age-related allowances those born before 6.4.1938	£27,700	£27,000
Blind person's allowance	£2,290	£2,230

\*the tax relief on the married couple's allowance is given at the rate of 10 per cent.

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## National Insurance Contributions 2015/16

### Class 1

Pay Frequency	Lower Earnings Limit (LEL)	Primary Threshold (PT)	Secondary Threshold (ST)	Upper Accrual Point (UAP)	Upper Earnings Limit (UEL)	Upper Secondary Threshold (UST)*
Weekly	£112.00	£155.00	£156.00	£770.00	£815.00	£815.00
Monthly	£486.00	£672.00	£676.00	£3,337.00	£3,532.00	£3,532.00
Annual	£5,824.00	£8,060.00	£8,112.00	£40,040.00	£42,385.00	£42,385.00

\*Used to cap 0% band for employer contributions for employees aged under 21

Earnings	£														
	LEL	PT	ST	UAP	UEL/UST	Employee Table letters					Employer		NIC rebate		
	LEL	PT	ST	UAP	UEL/UST								Employee LEL to UAP	Employer LEL to UAP	
Weekly	112	155	156	770	815	A, M, D, I, B, E, J, K, L, Z	A, B, C, J	K, I, M, Z	D, E, L	Nil	Nil	Nil	-1.4	-3.4	-3.4
Monthly	486	672	676	3337	3532										
Annual	5824	8060	8112	40,040	42,385										
				Below LEL	Nil										
				LEL - PT/ST	0%										
				PT/ST - UAP	12%	10.6%	5.85%	2%	13.8%	0%	10.4%	1.4	3.4	-3.4	
				UAP - UEL/UST	12%	12%	5.85%	2%	13.8%	0%	13.8%	0	0	0	
				Above UELT	2%	2%	2%	2%	13.8%	13.8%	13.8%	0	0	0	

NB table letters I, K, M and Z apply to employees aged under 21 and relate to employer contributions only

	Table Letter	Employee conts. up to LEL	Employee conts. LEL to PT	Employee conts. PT to UAP	Employee conts. UAP to UEL	Employee conts. over UEL	*Employee's NIC Rebate	Employer conts. up to LEL	Employer conts. LEL to ST	Employer conts. ST to UAP	Employer conts. UAP up to UEL/UST	Employer conts. above UEL	*Employer's NIC Rebate
<b>Not Contracted Out</b>													
UST = Upper Secondary Threshold													
Standard	A	Nil	0%	12%	12%	2%	0%	Nil	0%	13.8%	13.8%	13.8%	0%
Reduced	B	Nil	0%	5.85%	5.85%	2%	0%	Nil	0%	13.8%	13.8%	13.8%	0%
Over SRA Exemption	C	Nil	0%	0%	0%	0%	0%	Nil	0%	13.8%	13.8%	13.8%	0%
Deferment	J	Nil	0%	2%	2%	2%	0%	Nil	0%	13.8%	13.8%	13.8%	0%
Under 21 – standard	M	Nil	0%	12%	12%	2%	0%	Nil	0%	0%	0%	13.8%	0%
Under 21 – deferred	Z	Nil	0%	2%	2%	2%	0%	Nil	0%	0%	0%	13.8%	0%
<b>Contracted Out Salary Related scheme (COSR)</b>													
Standard	D	Nil	0%*	10.6%	12%	2%	1.4%	Nil	0%+	10.4%	13.8%	13.8%	3.4%
Reduced	E	Nil	0%	5.85%	5.85%	2%	0%	Nil	0%	10.4%	13.8%	13.8%	3.4%
Under 21 – standard	I	Nil	0%*	10.6%	12%	2%	1.4%	Nil	0%+	0%+	0%	13.8%	3.4%
Under 21 – deferred	K	Nil	0%*	2%	2%	2%	1.4%	Nil	0%+	0%+	0%	13.8%	3.4%
Deferment	L	Nil	0%*	2%	2%	2%	1.4%	Nil	0%+	10.4%	13.8%	13.8%	3.4%

\*minus 1.4% rebate

+minus 3.4% rebate

#### Other Classes of NI

Class	2015/16	2014/15
Class 1A	13.8%	13.8%
Class 1B	13.8%	13.8%
Class 2 Flat rate for self-employed	£2.80	£2.75
Class 2 small profits threshold per year	£5,965	£5,885
Special Class 2 rate for share fishermen	£3.45	£3.40
Special Class 2 rate for volunteer development workers	£5.60	£5.55
Class 3 Voluntary	£14.10	£13.90
Class 4 lower profits limit per year	£8,060	£7,956
Class 4 upper profits limit per year	£42,385	£41,865
Class 4 rate between lower profits limit and upper profits limit	9%	9%
Class 4 rate above upper profits limit	2%	2%

#### Statutory Sick Pay (SSP)

	2015/16	2014/15
Minimum average earnings	£112.00	£111.00
Standard rate	£88.45	£87.55

#### NB percentage threshold scheme for recovery of SSP abolished from 6th April 2014

Unrounded daily rates	Number of QDs in week	1	2	3	4	5	6	7
		£	£	£	£	£	£	£
£12.6357	7	12.64	25.28	37.91	50.55	63.18	75.82	88.45
£14.7416	6	14.75	29.49	44.23	58.97	73.71	88.45	
£17.6900	5	17.69	35.38	53.07	70.76	87.55		
£22.1125	4	22.12	44.23	66.34	88.45			
£29.4833	3	29.49	58.97	88.45				
£44.2250	2	44.23	88.45					
£88.4500	1	88.45						

#### Statutory Maternity Pay (SMP)

	2015/16	2014/15
Minimum average earnings	£112.00	£111.00
Higher rate	90% of average earnings	90% of average earnings
Standard rate	Lesser of £139.58 or 90% of average earnings	Lesser of £138.18 or 90% of average earnings