

## National Insurance Contributions 2016/17

### Class 1

Pay Frequency	Lower Earnings Limit (LEL)	Primary Threshold (PT)	Secondary Threshold (ST)	Upper Earnings Limit (UEL)	Apprentice Upper Secondary Threshold (AUST) *	Upper Secondary Threshold (UST)*
Weekly	<b>£112.00</b>	<b>£155.00</b>	<b>£156.00</b>	<b>£827.00</b>	<b>£827.00</b>	<b>£827.00</b>
Monthly	<b>£486.00</b>	<b>£672.00</b>	<b>£676.00</b>	<b>£3,583.00</b>	<b>£3,583.00</b>	<b>£3,583.00</b>
Annual	<b>£5,824.00</b>	<b>£8,060.00</b>	<b>£8,112.00</b>	<b>£43,000.00</b>	<b>£43,000.00</b>	<b>£43,000.00</b>

\*Used to cap 0% band for employer contributions for employees aged under 21 and apprentices aged under 25

	Employee		Employer		
	A, H, M	B	J, Z	A, B, C, J	H, M, Z
<b>Below LEL</b>	Nil	Nil	Nil	Nil	Nil
<b>LEL – PT</b>	0%	0%	0%	0%	0%
<b>PT – ST</b>	12%	5.85%	2%	0%	0%
<b>ST – UEL</b>	12%	5.85%	2%	13.8%	0%
<b>Above UEL</b>	2%	2%	2%	13.8%	13.8%

NB table letters M and Z apply to employees aged under 21 and relate to employer contributions only, table letter H applies to apprentices aged under 25 and relates to employer contributions only.

	Table Letter	Employee conts. up to LEL	Employee conts. LEL to PT	Employee conts. PT to UEL	Employee conts. over UEL	Employer conts. up to LEL	Employer conts. LEL to ST	Employer conts. ST to UEL/UST/AUST	Employer conts. above UEL
Standard	A	Nil	0%	12%	2%	Nil	0%	13.8%	13.8%
Reduced	B	Nil	0%	5.85%	2%	Nil	0%	13.8%	13.8%
Over SRA Exemption	C	Nil	0%	0%	0%	Nil	0%	13.8%	13.8%
Apprentice under 25	H	Nil	0%	12%	2%	Nil	0%	0%	13.8%
Deferment	J	Nil	0%	2%	2%	Nil	0%	13.8%	13.8%
Under 21 – standard	M	Nil	0%	12%	2%	Nil	0%	0%	13.8%
Under 21 - deferred	Z	Nil	0%	2%	2%	Nil	0%	0%	13.8%

#### Other Classes of NI

Class	2016/17	2015/16
Class 1A	13.8%	13.8%
Class 1B	13.8%	13.8%
Class 2 Flat rate for self-employed	£2.80	£2.80
Class 2 small profits threshold per year	£5,965	£5,965
Special Class 2 rate for share fishermen	£3.45	£3.45
Special Class 2 rate for volunteer development workers	£5.60	£5.60
Class 3 Voluntary	£14.10	£14.10
Class 4 lower profits limit per year	£8,060	£8,060
Class 4 upper profits limit per year	£43,000	£42,385
Class 4 rate between lower profits limit and upper profits limit	9%	9%
Class 4 rate above upper profits limit	2%	2%



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## Statutory Sick Pay (SSP)

	2016/17	2015/16
Minimum average earnings	£112.00	£112.00
Standard rate	£88.45	£88.45

**NB percentage threshold scheme for recovery of SSP abolished from 6<sup>th</sup> 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)

	2016/17	2015/16
Minimum average earnings	£112.00	£112.00
Higher rate	90% of average earnings	90% of average earnings
Standard rate	Lesser of £139.58 or 90% of average earnings	Lesser of £139.58 or 90% of average earnings

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

	2016/17	2015/16
Minimum average earnings	£112.00	£112.00
Standard rate	Lesser of £139.58 or 90% of average earnings	Lesser of £139.58 or 90% of average earnings

## Statutory Adoption Pay (SAP)

	2016/17	2015/16
Minimum average earnings	£112.00	£112.00
Higher rate	90% of average earnings	90% of average earnings
Standard rate	Lesser of £139.58 or 90% of average earnings	Lesser of £139.58 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 3<sup>rd</sup> April 2016. The new rate for SSP begins on 6 April 2016.

## National Minimum Wage

	October 2015
Adult rate (21 and over)	£6.70
Development rate (including 18-20 year olds)	£5.30
Under 18 but over compulsory school age	£3.87
Apprentices aged under 19/1 <sup>st</sup> year of service	£3.30
Accommodation offset	Daily £5.35 Weekly £37.45

**National living wage:** £7.20 for those aged 25 and over from 1<sup>st</sup> April 2016

## Student Loans

	2016/17	2015/16
Threshold Plan 1	£17,495	£17,335
Threshold Plan 2	£21,000	£21,000
Deduction rate	9%	9%



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## Income Tax

### Income tax bands

	2016/17	2015/16
Basic rate: 20%	£0 - £32,000	£0 - £31,785
Higher rate: 40%	£32,000 - £150,000	£31,785 - £150,000
Additional rate: 45%	Over £150,000	Over £150,000

### Emergency tax code 1100L

### Income tax personal allowances

	2016/17	2015/16
Personal allowance those born after 5.4.1938	£11,000	£10,600
Personal allowance those born before 6.4.1938	£11,000	£10,660
Married couple's allowance* (born before 6.4.35)	£8,355	£8,355
Married couple's allowance* - minimum amount	£3,220	£3,220
Income limit under 65 allowance	£100,000	£100,000
Income limit for married couple's allowance those born before 6.4.1935	£27,700	£27,700
Blind person's allowance	£2,290	£2,290

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