

2023/2024

# UK tax fact card

The rates and rules that will affect your UK benefit schemes this year.



## 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     |        |         |         |
|-------------------------------------------|--------|---------|---------|
|                                           | 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 <sup>1</sup> | Earnings above FUST <sup>2</sup> | Balance of earnings above UEL <sup>3</sup> |
|------------------------------------|--------------------------------|----------------------------------|--------------------------------------------|
| 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%                                      |

<sup>1</sup> Earnings above ST up to and including FUST

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

<sup>3</sup> 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](http://www.livingwage.org.uk/what-real-living-wage) for more information.

## Company cars and vans

### CO<sub>2</sub> emissions

Registered before 6 Apr 2021 (NEDC)

Registered on or after 6 Apr 2021 (WLTP)

| CO <sub>2</sub> emissions    | Electric range | 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%                    |
| 51-54g/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

P6Os 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)

Are you making the most of tax and NI-efficient employee benefits schemes?

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



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