

COMPANY CARS AND VANS

CO ₂ emissions 2023-24			
		Registered before 6 April 2020 (NEDC)	Registered on or after 6 April 2020 (WLTP)
CO ₂ 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%
Maximum percentage reached at	160+ g/km	160+ g/km	160+ g/km
Non-RDE2 diesel supplement		4%	4%
Maximum benefit in all cases		37%	37%
		2022-23	2023-24
Van benefit charge		£3,600pa	£3,960pa

Fuel scale charges

	2022-23	2023-24
Car fuel benefit charge	£25,300pa	£27,800pa
Van fuel benefit charge	£688pa	£757pa

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

 For the latest HMRC advisory fuel rates and notification of changes, please download the free CIPP payroll factapp (search 'CIPP factapp')

NATIONAL MINIMUM WAGE

Category of worker	From 1 April 2022	From 1 April 2023
Aged 23 years and over (National Living Wage)	£9.50	£10.42
Aged 21-22 years	£9.18	£10.18
Aged 18-20 years	£6.83	£7.49
Aged 16-17 years	£4.81	£5.28
Apprentices aged under 19		
Apprentices aged 19 or over in the first year of apprenticeship (the Apprentice rate)	£4.81	£5.28

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MISCELLANEOUS

Statutory maximum redundancy pay	From 1 April 2022	From 1 April 2023
England, Wales and Scotland	£571 pw	£643 pw
	From 1 April 2022	From 1 April 2023
Northern Ireland	£594 pw	£669 pw
Employment protection (daily rate)	From 1 April 2022	From 1 April 2023
England, Wales and Scotland	£31	£35
	From 1 April 2022	From 1 April 2023
Northern Ireland	£31	£35

 Download the free CIPP payroll factapp for all the latest figures still to be announced

KEY PAYROLL DATES 2023

1 April	National Living Wage & National Minimum Wage legislation becomes effective. The new rates will apply to the first pay reference period that begins on or after 1 April 2023
5 April	Deadline for new registrations for payroll benefits
6 April	Start of new tax year. New tax / NICs bands and thresholds effective
19 April	Deadline for final RTI submission of the year
31 May	Issue P60 to employees
1 June	Deadline for issuing payroll benefits information to employees
6 July	Return form P11D to HMRC Deadline for issuing of form P11D to employees
19 July	Class 1A payment due if paying by cheque
22 July	Class 1A payment due if paying electronically
19 October	Class 1B payment due (PSAs) if paying by cheque
22 October	Class 1B payment due (PSAs) if paying electronically

The information aggregated for this document has been obtained from the relevant government bodies and is correct at the time of publication. This document provides a summary guide only and is not intended as a comprehensive representation of the law.

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Payroll factcard 2023-24

Useful tax facts and figures

Tax rates and allowances
Student Loan recovery
Pensions caps and allowances
Statutory payments
National Insurance
Company cars and vans
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Key payroll dates

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TAX RATES AND ALLOWANCES

UK-wide tax allowances		
	2022-23	2023-24
Personal Allowance (regardless of age)	£12,570 pa	£12,570 pa
	£1,048 pm	£1,048 pm
	£242 pw	£242 pw
Income limit for Personal Allowance	£100,000	£100,000
Blind person's allowance	£2,600	£2,870
Marriage allowance	£1,260	£1,260

Rates for rUK		
Income tax bands	2022-23	2023-24
20% (basic rate)	£1 - £37,700	£1 - £37,700
40% (higher rate)	£37,701 - £150,000	£37,701 - £125,140
45% (additional rate)	Over £150,000	Over £125,140
Emergency tax code	1257L	1257L

Rates for Scotland (S prefix)			
Income tax bands	2022-23	Income tax bands	2023-24
19% (starter)	£1 - £2,162	19% (starter)	£1 - £2,162
20% (basic)	£2,163 - £13,118	20% (basic)	£2,163 - £13,118
21% (intermediate)	£13,119 - £31,092	21% (intermediate)	£13,119 - £31,092
41% (higher)	£31,093 - £150,000	42% (higher)	£31,093 - £125,140
46% (top)	Over £150,000	47% (top)	Over £125,140

Rates for Wales (C prefix)		
Income tax bands	2022-23	2023-24
20% (basic)	£1 - £37,700	£1 - £37,700
40% (higher)	£37,701 - £150,000	£37,701 - £125,140
45% (additional)	Over £150,000	Over £125,140

STUDENT LOAN RECOVERY

Plan 1	2022-23	2023-24
Employee earnings threshold at which repayment of Student Loan begins	£20,195 pa	£22,015 pa
	£1,682.91 pm	£1,834.58 pm
	£388.36 pw	£423.36 pw
Rate of deduction	9%	9%
Plan 2		
Employee earnings threshold at which repayment of Student Loan begins	£27,295 pa	£27,295 pa
	£2,274.58 pm	£2,274.58 pm
	£524.90 pw	£524.90 pw
Rate of deduction	9%	9%
Plan 4		
Employee earnings threshold at which repayment of Student Loan begins	£25,375 pa	£27,660 pa
	£2,114.58 pm	£2,305.00 pm
	£487.98 pw	£531.92 pw
Rate of deduction	9%	9%
Postgraduate loans		
Employee earnings threshold at which repayment of Student Loan begins	£21,000 pa	£21,000 pa
	£1,750 pm	£1,750 pm
	£403.84 pw	£403.84 pw
Rate of deduction	6%	6%

PENSIONS CAP/ALLOWANCES

	2022-23	2023-24
Annual allowance	£40,000	£60,000
Lifetime allowance	£1,073,100	n/a
Automatic enrolment earnings trigger	£10,000	£10,000
Automatic enrolment lower level of qualifying earnings	£6,240	£6,240
Automatic enrolment upper level of qualifying earnings	£50,270	£50,270

pa - per annum . pm - per month . pw - per week

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STATUTORY PAYMENTS

	2022-23	2023-24
Qualifying earnings level	£123 pw	£123 pw
Statutory Maternity Pay (SMP)		
First 6 weeks	90% of AWE	90% of AWE
Further 33 weeks	lesser of 90% of AWE or £156.66	lesser of 90% of AWE or £172.48
Statutory Adoption Pay (SAP)		
First 6 weeks	90% of AWE	90% of AWE
Further 33 weeks	lesser of 90% of AWE or £156.66	lesser of 90% of AWE or £172.48
Statutory Paternity Pay (SPP)		
2 weeks	lesser of 90% of AWE or £156.66	lesser of 90% of AWE or £172.48
Statutory Shared Parental Pay (ShPP)		
Maximum of 37 weeks	lesser of 90% of AWE or £156.66	lesser of 90% of AWE or £172.48
Statutory Parental Bereavement Pay (SPBP)		
<i>Currently applies to England, Wales and Scotland</i>		
2 weeks	lesser of 90% of AWE or £156.66	lesser of 90% of AWE or £172.48
<i>Employers can recover 92% of SMP, SAP, SPP, ShPP and SPBP paid. Small employers can recover 103%. The Small Employers Relief threshold is £45,000.</i>		
Statutory Sick Pay (SSP)		
Standard weekly rate	£99.35	£109.40

AWE - Average Weekly Earnings

NATIONAL INSURANCE

	2022-23	2023-24	
Employment Allowance*	£5,000 pa	£5,000 pa	
<small>*Only available to eligible employers from 6th April 2020</small>			
Thresholds 2023-24			
Class 1 NICs	Weekly	Monthly	Annual
Lower Earnings Limit (LEL)	£123	£533	£6,396
Primary Threshold (PT)	£242	£1,048	£12,570
Secondary Threshold (ST)	£175	£758	£9,100
Upper Earnings Limit (UEL)	£967	£4,189	£50,270
Upper Secondary Threshold (UST) for under 21s	£967	£4,189	£50,270
Apprentice Upper Secondary Threshold (AUST) for under 25s	£967	£4,189	£50,270
Veterans Upper Secondary Threshold (VUST)	£967	£4,189	£50,270
Freeport Upper Secondary Threshold (FUST)	£481	£2,083	£25,000

Employee (primary contributions) rates 2023-24

Category letter (see definitions)	LEL to PT	PT to UEL	Above UEL
A, F, V, H, M	0%	12%	2%
J, Z, L	0%	2%	2%
B, I	0%	5.85%	2%
C, S	NIL	NIL	NIL

Employer (secondary contributions) rates 2023-24

Category letter (see definitions)	LEL to ST	ST to UEL/UST/AUST	ST to VUST (year 1)	ST to FUST (years 1-3)	Above UEL/UST/AUST/VUST/FUST
A, B, C, J	0%	13.8%	n/a	n/a	13.8%
H, M, Z	0%	0%	n/a	n/a	13.8%
V, F, I, L, S	0%	n/a	0%	0%	13.8%

Category letter definitions

A (standard), **B** (reduced), **C** (State Pension age), **F** (standard Freeport), **H** (apprentice under 25), **I** (reduced Freeport), **J** (deferment), **L** (deferment Freeport), **M** (under 21), **S** (State Pension age Freeport), **V** (standard veterans), **Z** (under 21 deferment)

2023-24

Class 1A (paid annually)	13.8%
Class 1B NICs	13.8%
Class 3 Voluntary Contributions	£17.45pw