

# 2026-27 Tax Rate Card

## Employer Focus

### Income Tax Bands

England, Northern Ireland and Wales		
Band	Allowance	Tax Rate
Basic Rate	Up to £37,700	20%
Higher Rate	£37,701 to £125,140	40%
Additional Rate	Over £125,140	45%
Scotland		
Band	Allowance	Tax Rate
Starter Tax Rate	Up to and including £3,967	19%
Basic Tax Rate	£3,968 to £16,956	20%
Intermediate Tax Rate	£16,957 to £31,092	21%
Higher Tax Rate	£31,093 to £62,430	42%
Advanced Tax Rate	£62,431 to £125,140	45%
Top Tax Rate	Over £125,140	48%

### UK-wide Emergency Tax Codes

1257L W1	1257L M1	1257L X
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### UK Income Tax Allowances

Standard Personal Tax Allowance	£12,570
Income Limit for Personal Allowance	£100,000
Marriage Allowance	£1,260
Income Limit for Marriage Allowance	£37,700
Blind Person's Allowance	£3,250

### National Insurance Contributions

Class 1 National Insurance Thresholds			
	Weekly	Monthly	Yearly
Lower Earnings limit	£129	£559	£6,708
Primary threshold	£242	£1,048	£12,570
Secondary threshold	£96	£417	£5,000
Freeport upper and Investment Zone upper secondary threshold	£481	£2,083	£25,000
UEL/UST/AUST/VUST	£967	£4,189	£50,270
Class 1 National Insurance Rates			
Employers will pay Class 1A and 1B National insurance on expenses and benefits they give to their employees. The rate from 6th April 2026 is 15%.			

### Employee (Primary) Contribution Rates

NI Category Letter	Earning above PT and up to UEL	Balance of earnings above UEL
A	8%	2%
B	1.85%	2%
C	nil	nil
D (Investment Zone - deferment)	2%	2%
E (investment Zone - married women and widows reduced rate)	1.85%	2%
F (Freeport)	8%	2%
H (apprentice under 25)	8%	2%
I (Freeport - married women and widows reduced rate)	1.85%	2%
J	2%	2%
K (Investment Zone - State Pensioner)	nil	nil
L (Freeport - deferment)	2%	2%
M (Under 21)	8%	2%
N (Investment Zone)	8%	2%
S (Freeport - state pensioner)	nil	nil
V (Veteran)	8%	2%
Z (under 21 - deferment)	2%	2%

### Employer (Secondary) Contribution Rates

NI 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	15%	15%	15%
B Reduced Rate	15%	15%	15%
C Above SPA	15%	15%	15%
D Investment zone deferment	0%	15%	15%
E Investment zone reduced rate	0%	15%	15%
F Freeport standard rate	0%	15%	15%
H Apprentice under 25	0%	0%	15%
I Freeport reduced rate	0%	15%	15%
J Deferment	15%	15%	15%
K State pensioner	0%	15%	15%
L Freeport deferment	0%	15%	15%
M Under 21	0%	0%	15%
N Investment zones standard	0%	15%	15%
S Freeport above SPA	0%	15%	15%
V Veteran	0%	0%	15%
Z Deferment under 21	0%	0%	15%

<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

## Student Loan Deductions

	Rate	Weekly	Monthly	Yearly
Plan Type 1	9%	£517.30	£2,241.66	£26,900
Plan Type 2	9%	£565.09	£2,448.75	£29,385
Plan Type 4	9%	£649.90	£2,816.25	£33,795
Plan Type 5 *NEW	9%	£480.76	£2,083.33	£25,000
Postgraduate Loan	6%	£403.84	£1750.00	£21,000

## National Minimum Wage

Aged 21 and above (NLW rate)	£12.71
Aged 18 to 20 (inclusive)	£10.85
Aged under 18 (but above compulsory school leaving age)	£8.00
Apprentices	£8.00

## Statutory Payments

<b>Statutory Maternity Pay</b>	
First 6 weeks - – 90% of AWE	
Next 33 weeks - £194.32 or – 90% of Employee's AWE (whichever is lower)	
<b>Statutory Adoption Pay</b>	
First 6 weeks - – 90% of AWE	
Next 33 weeks - £194.32 or – 90% of Employee's AWE (whichever is lower)	
<b>Statutory Paternity Pay</b>	
2 weeks - £194.32 or – 90% of Employee's AWE (whichever is lower)	
<b>Statutory Shared Parental Pay</b>	
Maximum of 37 weeks - £194.32 or – 90% of Employee's AWE (whichever is lower)	
<b>Statutory Parental Bereavement Pay</b>	
Maximum of 37 weeks - £194.32 or – 90% of Employee's AWE (whichever is lower)	
<b>Statutory Neonatal Care Pay</b>	
Maximum of 12 weeks - £194.32 or – 90% of Employee's AWE (whichever is lower)	
<b>Statutory Sick Pay</b>	
Standard weekly rate - £123.25	
<b>Statutory Parental Bereavement Changes now includes for Northern Ireland</b> including <b>day-one entitlement for pay and a new statutory miscarriage pay and leave right</b> for Northern Ireland only.	
<b>Statutory Sick Pay changes:</b> Periods of Incapacity to Work (PIW) for Statutory Sick Pay have been removed from 6th April 2026 so SSP is due from day one and new rules regarding PIWs before 6th April and extend into 2026-27.	
The qualifying period AWE no longer has to be at/above the LEL to get SSP at the flat rate. Instead, 80% off AWE is worked out, and the lower of the flat rate and 80% of AWE is used as the weekly rate.	
Employers can recover 92% of SMP, SAP, SPP, ShPP & SNCP payments. Small employers can recover 100% and also be compensated an extra 9%. You qualify for Small Employers Relief if your Class 1 NI bill in the last complete tax year was £45,000 or less.	

## Real Living Wage

	Per hour
UK	£13.45
London	£14.80

## Key Payroll Dates

<b>1st April</b> – New Living Wage and Minimum Wage comes into effect
<b>6th April</b> – Start of the new Tax Year
<b>19th April</b> – Deadline for the final RTI submissions for 2025-26 tax year
<b>31st May</b> – Deadline for P60s to be issued to employees

## Small Employers Relief

Under the Small Employers Relief employers will be able to reclaim 92% of employees' Statutory Maternity, Statutory Paternity, Statutory Adoption, Statutory Parental Bereavement, Statutory Neonatal Care and Statutory Shared Parental Pay. If a business has paid £45,000 or less in Class 1 National Insurance (ignoring any reductions like Employment Allowance) in the last complete tax year they can qualify for Small Employers Relief, and reclaim 100% of the Statutory Payment, and an additional % compensation – in 2026-27 this increases from 8.5% to 9%. Employers who qualify for the Small Employers Relief will be able to claim 109% from HMRC.

## Automatic Enrolment

Earnings trigger for automatic enrolment	£10,000
Lower level of qualifying earnings	£6,240
Upper level of qualifying earnings	£50,270

## Other Allowances

Employment Allowance	£10,500 per annum
Apprenticeship Levy	£15,000 per annum

## Company car and van tax bands

CO2 Emissions	Electric Range	2026-27 NEDC/WLTP
Og/km		4%
1-50g/km	130+	4%
1-50g/km	70-129	7%
1-50g/km	40-69	10%
1-50g/km	30-39	14%
1-50g/km	Up to 30	16%
51-54g/km		17%
Each additional 5g/km		Plus 1%
Non-RDE2 diesel supplement		4%
Maximum benefit in all cases		37%

## Van Benefit Charge

Van benefit charge	£4,170 per annum
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## Fuel Benefit Charge

Car fuel benefit charge	£29,200 per annum
Van fuel benefit charge	£798 per annum

## Mileage allowance payments

	First 10k miles	Over 10k miles
Privately owned cars and vans	45p	25p
Bicycle rates	20p	20p
Motorcycle rate	24p	24p
Passenger rate (each)	5p	5p

<b>6th July</b> – Deadline for filing the P11D Return
<b>19th July</b> – Payment deadline for Class 1A (by cheque)
<b>22nd July</b> – Payment deadline for Class 1A (electronic payment)