

# 2025-26 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 £2,827	19%
Basic Tax Rate	£2,828 to £14,921	20%
Intermediate Tax Rate	£14,922 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
----------	----------	---------

### 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	£3,070

### National Insurance Contributions

Class 1 National Insurance Thresholds			
	Weekly	Monthly	Yearly
Lower Earnings limit	£125	£542	£6,500
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 2025 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 (Primary) 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%	£501.25	£2,172.08	£26,065
Plan Type 2	9%	£547.50	£2,372.50	£28,470
Plan Type 4	9%	£629.71	£2,728.75	£32,745
Postgraduate Loan	6%	£403.84	£1,750.00	£21,000

## National Minimum Wage

Aged 21 and above (NLW rate)	£12.21
Aged 18 to 20 (inclusive)	£10.00
Aged under 18 (but above compulsory school leaving age)	£7.55
Apprentices	£7.55

## Statutory Payments

<b>Statutory Maternity Pay</b>
First 6 weeks – 90% of AWE
Next 33 weeks – £187.18 or – 90% of Employee's AWE (whichever is lower)
<b>Statutory Adoption Pay</b>
First 6 weeks – 90% of AWE
Next 33 weeks – £187.18 or – 90% of Employee's AWE (whichever is lower)
<b>Statutory Paternity Pay</b>
2 weeks – £187.18 or – 90% of Employee's AWE (whichever is lower)
<b>Statutory Shared Parental Pay</b>
Maximum of 37 weeks – £187.18 or – 90% of Employee's AWE (whichever is lower)
<b>Statutory Parental Bereavement Pay</b>
Maximum of 37 weeks – £187.18 or – 90% of Employee's AWE (whichever is lower)
<b>Statutory Neonatal Care Pay</b>
Maximum of 12 weeks – £187.18 or – 90% of Employee's AWE (whichever is lower)
<b>Statutory Sick Pay</b>
Standard weekly rate – £118.75
Employers can recover 92% of SMP, SAP, SPP, ShPP & SNCP payments. Small employers can recover 100% and also be compensated an extra 8.5%. You qualify for Small Employers Relief if your Class 1 NI bill in the last complete tax year was £45,000 or less.

## 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

## 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 2024-25 tax year
<b>31st May</b> – Deadline for P60s to be issued to employees
<b>6th July</b> – Deadline for filing the P11D Return

## Real Living Wage

	Per hour
UK	£12.60
London	£13.85

## 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 & Van Tax Bands

CO <sub>2</sub> Emissions	Electric Range	2025-26 NEDC/WLTP
0g/km		3%
1-50g/km	130+	3%
1-50g/km	70-129	6%
1-50g/km	40-69	9%
1-50g/km	30-39	13%
1-50g/km	Up to 30	15%
51-54g/km		16%
Each additional 5g/km		Plus 1%
Non-RDE2 diesel supplement		3%
Maximum benefit in all cases		37%

## Van Benefit Charge

Van benefit charge	£4,020 per annum
--------------------	------------------

## Fuel Benefit Charge

Car fuel benefit charge	£28,200 per annum
Van fuel benefit charge	£769 per annum

<b>19th July</b> – Payment deadline for Class 1A (by cheque)
<b>22nd July</b> – Payment deadline for Class 1A (electronic payment)
<b>19th October</b> – Class 1B payment deadline (by cheque)
<b>22nd October</b> – Class 1B payment deadline (electronic payment)