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## National Living Wage

The Government have announced that it has accepted the Low Pay Commission's recommendations on minimum wage rates to apply from 1 April 2024.

This is the largest ever increase to the minimum wage in cash terms. The National Living Wage will apply to all workers aged 21 and over for the first time (previously applying only to those aged 23 and over).

The annual increases to the minimum wage and national living wage with effect from 1 April 2024 are as follows:

- 21 and over – £11.44 (increase of £1.02)
- 18-20 – £8.60 (increase of £1.11)
- 16-17 and apprentices – £6.40 (increase of £1.12)

The accommodation offset will be £9.99 per day (increase of 89p).

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## Planned Changes to Statutory Paternity Pay

After announcing proposals to make changes to paternity leave rights in the summer of 2023, the government has now published draft legislation in the form of the Paternity Leave (Amendment) Regulations 2024.

The Regulations make the following changes:

1. Employees will be able to take their two-week paternity leave entitlement as two separate one-week blocks (rather than having to take just one week in total or two consecutive weeks)
2. Employees will be able to take paternity leave at any time in the 52 weeks after birth (rather than having to take leave in the 56 days following birth)
3. Employees will only need to give 28 days' notice of their intention to take paternity leave (reduced from the previous position that required notice to be given 15 weeks before the Expected Week of Childbirth (EWC)).

The Regulations are stated to apply in all cases where the EWC is on, or after, 6 April 2024. These proposed changes are due to take effect at the same time as other family-friendly legal changes.

These changes include the introduction of carer's leave, changes to flexible working rights, and the extension of redundancy protection to include pregnancy, and a period of time following maternity, adoption and shared parental leave.



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## PERSONAL ALLOWANCE

As of 6<sup>th</sup> April 2024, the standard personal allowance is to remain at its current rate of 1257L (£12,570 per annum). This means weekly paid employees, who have their full personal allowance can earn £242.00 before tax is incurred and monthly employees who have their full personal allowance can earn £1,048.25 before tax is incurred.

## STUDENT/ POSTGRADUATE LOANS

As of the 6th April 2024 the student loan thresholds will increase as follows:

- Employees on plan 1 will not incur any student loan until they earn £24,990 per annum (£2,082.50 per month / £480.57 per week)
- Employees on plan 2 will not incur any student loan until they earn £27,295 per annum (£2,275.00 per month / £525.00 per week)
- Employees repaying a post graduate loan will not incur any until they earn £21,000 per annum (£1,750.00 per month / £404.00 per week)

## STATUTORY PAYMENTS

- **Statutory Maternity Pay (SMP)** and **Statutory Paternity Pay (SPP)** is to be increased from £172.48 to £184.03 per week or 90% of average earnings if average earnings are lower than the pre-determined rates.
- **Statutory Sick Pay (SSP)** is to be increased from £109.40 to £116.75 per week.



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## PERSONAL TAX ACCOUNT

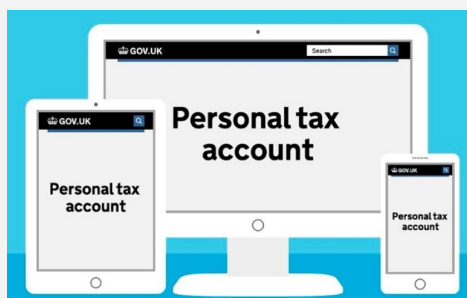
Please be aware that all employees paid through the PAYE system can sign up to gain access to a personal tax account.

This account has an array of information:

- Employees can view their current year to date earnings together with previous years records.
- Employees can also alter their projected earnings and even tell HMRC if they are missing something from their record.
- Check and change their address
- See what tax code they're on, and how their tax is calculated
- Check their state pension and National Insurance record, obtain a state pension forecast
- Go paperless – gets texts and emails from HMRC rather than letters
- Manage their tax credits and Child Benefit payments
- Track the progress of any forms they've submitted to HMRC

**Please advise your staff of this account as many of the questions they ask you, as their employer, can be answered through their personal tax account.**

To set one up please follow this link - <https://www.gov.uk/personal-tax-account>



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## ILLEGAL WORKER PENALTIES

The implementation date for increased illegal working penalties has now been confirmed – the new rates came into force with effect from 13 February 2024.

From that date, the maximum civil penalty will be £45,000 per illegal employee for a first breach (up from £15,000), and £60,000 per illegal employee for repeat breaches (up from £20,000).

An employer could also face a civil penalty if they are found to have employed an illegal employee and have not conducted valid right to work checks.

So, clearly, these are potentially very expensive mistakes; hence the need to ensure your right to work checks are being carried out properly every time.

An updated code of practice on preventing illegal working has also now come into force.

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## ! IMPORTANT INFORMATION TO REMEMBER !

### Employee details

As you will be aware, under the payroll Real Time Information (RTI) rules we must report accurate details for every employee, on every payroll run, when we submit the data to HMRC. We would therefore remind you that **it is essential that you let us know if any of the following details change for any of your employees:-**

• Name	• Title	• Address
• Normal hours worked	• Marital status	• Gender

*If we are not told of any changes we will assume the data we hold is correct. Please note that there are potential penalties for filing incorrect data.*

### Pay date

A very important rule under RTI is that we run the payroll 'on or before' the day the employees are actually paid. **We therefore assume that your employees are not paid before the pay day you tell us**, and are not paid more frequently than you tell us (e.g. actually paid weekly but only run payroll monthly, paid middle of week but run payroll at end of week etc.). We are not responsible if you receive penalties for incorrect RTI submissions due to filing incorrect pay dates.

### National Minimum Wage (NMW) and National Living Wage (NLW)

We will monitor hourly paid employees for NMW and NLW where we can, for salaried employees this is harder. **Please remember to ensure all your pay rates adhere to the NMW/ NLW regulations**, please call us for assistance if you need any help at all with regards to this.

### Company Cars

Please be aware that if any of your employees are in receipt of a company car we need to be made aware of this immediately so that the employee in question is allocated the correct tax code. When notifying us of this we will need the following information:

• Car Registration	• Make and Model	• Engine Capacity
• List Price (Inc standard accessories)	• Fuel Type	• Date First Registered
• Date First Used	• Co2 Emissions	

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## PAYROLL WEBSITE



We have created a dedicated website at [www.mnpay.co.uk](http://www.mnpay.co.uk)  
With our payroll clients in mind, so all your payroll resources  
are in one place



Visit our website or contact Joe Bostock who will  
be happy to assist you.

Direct Line: 01803 698 928

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## Marsland Nash Associates

The new office has parking right outside and is situated on the ground floor for ease of access.

**Vantage Point House  
Silverhills Road  
Decoy Industrial Estate  
Newton Abbot  
Devon  
TQ12 5ND**

**\*Tel: 01626 334 989 / 01803 527 599**  
**Email: [enquiries@marslandnash.com](mailto:enquiries@marslandnash.com)**  
**<https://www.marslandnash.com>**

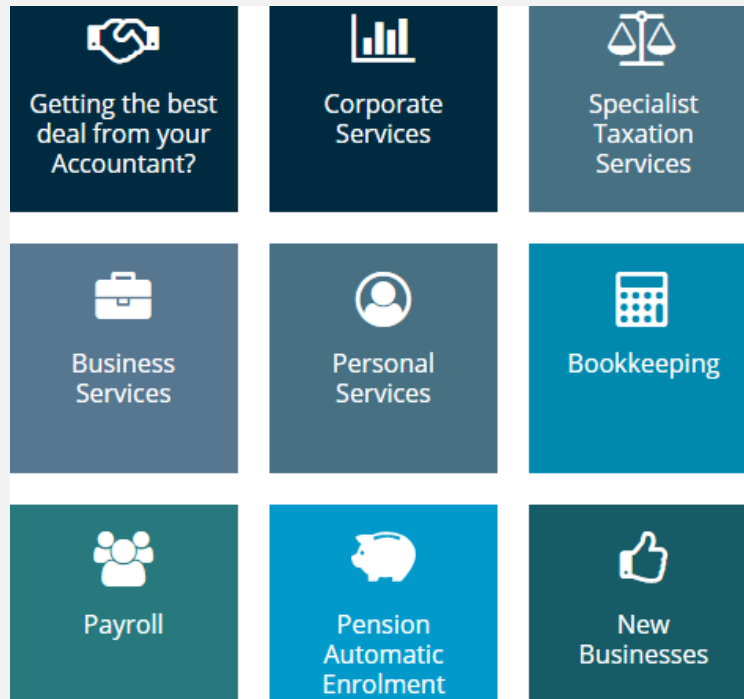
\*we have 2 main reception numbers based at our Newton Abbot office





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## MARSLAND NASH ASSOCIATES WEBSITE



Remember we have a comprehensive website at <https://www.marslandnash.com> which contains full details of all of our services, as well as:

- ⇒ Latest accounts and tax news
- ⇒ Downloads section which includes all our newsletters
- ⇒ Filing deadlines pages
- ⇒ Current tax rates and information pages

Plus much more!