

Pay Academy

outsourced payroll solutions

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Pay Academy Tax Card 2025-26

National Minimum Wage

Age Group	From April 25	From April 24	Rate rise
21+	£12.21	£11.44	7%
18-20	£10.00	£8.61	16%
16-17	£7.55	£6.40	18%
Apprentices under 19	£7.55	£6.40	18%
Apprentices 19 and over year 1 of apprenticeship	£7.55	£6.40	18%

Student loans

Loan type	2025/26 earnings trigger	2024-25 earnings trigger	Collection rate (unchanged)
Plan 1 (pre 2012)	£26,065	£24,990	9%
Plan 2 (post 2012)	£28,470	£27,295	9%
Plan 4	£32,745	£31,395	9%
Post graduate	£21,000	£21,000	6%

Statutory payments

Description	From April 25	From April 24	Rate Rise
Weekly SMP/SPP/SHPP/SAP (lower rate)	£187.18	£184.03	2%
Weekly Bereavement Pay	£187.18	£184.03	2%
Weekly SSP	£118.75	£116.75	2%

England, Northern Ireland and Wales

PAYE tax rates and thresholds per annum	From April 2025
Personal Allowance (PA)	Up to £12,570
Basic rate tax 20%	£12,571 to £50,270
Higher tax rate 40%	£50,271 to £125,140
Additional tax rate	45% on earnings above £125,140

Personal allowance is removed for income over £125,140

Scotland

PAYE tax rates and thresholds per annum	From April 2025
Personal Allowance (PA)	Up to £12,570
Starter tax rate 19%	£12,571 to £15,397
Basic rate 20%	£15,398 to £27,491
Intermediate tax rate 21%	£27,492 to £43,662
Higher tax rate 42%	£43,663 to £75,000
Advanced rate 45%	£75,001 to £125,140
Top rate 48%	£124,141

Personal allowance is removed for income over £125,140

NIC thresholds and rates (Table A)

Thresholds	Per week 2025/26	Per month 2025/26	Per year 2025/26	Rates
Lower earnings limit	£125	£542	£6,500	0%
Primary threshold (Ees)	£242	£1,048	£12,570	8%
Secondary threshold (Ers)	£96	£417	£5,000	15%
Upper earnings limit Primary (Ees)	£967	£4,189	£50,270	2%

Director pay – key annual amounts

Threshold	Annual pay	*Qualifying year for state pension	Employee tax or NI deductions	ER NIC due before EA* relief	Eligible for auto enrol pension
Secondary threshold	£5,000	No	No	No	No
Lower earnings limit	£6,500	Yes	No	£225	No
AE pension limit	£9,999	Yes	No	£750	No
Primary threshold	£12,570	Yes	No	£1136	Yes

*AE eligibility requires at least:

- one employee (not a director) earning at least the Secondary threshold
- or one director **and** one employee both earning at least the Secondary threshold
- or two directors – each earning at least the Secondary threshold.

AE will relieve up to £10,500 of employer NIC liability in 2025-26.