

National Insurance 2015 / 2016

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1. Class 1 (Employed)

Employees	Per Week	Per Month
Lower Earnings Limit	£112	£485.33
<i>Lower Earnings Limit (LEL) is the minimum level of earnings that an employee needs to qualify for benefits, such as State Pension and Jobseeker's Allowance.</i>		
Earnings (Primary) Threshold	£155	£671.67
<i>Primary Threshold (PT). When earnings exceed this level, NICs become payable by the employee.</i>		
Upper Earning Limit	£815	£3,531.67
<i>Where earnings exceed the UEL, the employee pays NICs at 2% on those earnings above the UEL. The UEL doesn't apply to employer's NICs, which are payable on all earnings above the ST, including those above the UEL, at the appropriate rate.</i>		
Employers	Per Week	Per Month
Earnings (Secondary) Threshold	£156	£676
<i>When earnings exceed this level, NICs become payable by the employer.</i>		

2. Rates (Not contracted-out)

Employees	Per Month
Up to £155 per week	NIL
Between £155 and £815 per week	12%
Over £815 per week	2%
Employer	
Up to £156 per week	NIL
Over £156 per week	13.80%
(No upper limit)	

Contributions Class	Value
Class 1A	13.80% Employers pay on most employee benefits
Class 1B	13.80% Employers pay on PAYE settlement agreements

Please use this document in conjunction with the information provided on the HMRC website: www.hmrc.gov.uk

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3. National Insurance for employees under 21 years of age

With effect from April 2015, Employers National Insurance has been abolished for employees who are under 21 years of age, up to the Upper Earnings Limit of £815 per week or £3531 per month.

Earnings over this limit still attract Employer's National Insurance of 13.8%.

Employees over 16 still pay 12% National Insurance on any earnings between the Earnings (Primary) Threshold and the Upper Earnings Limit, and 2% thereafter.