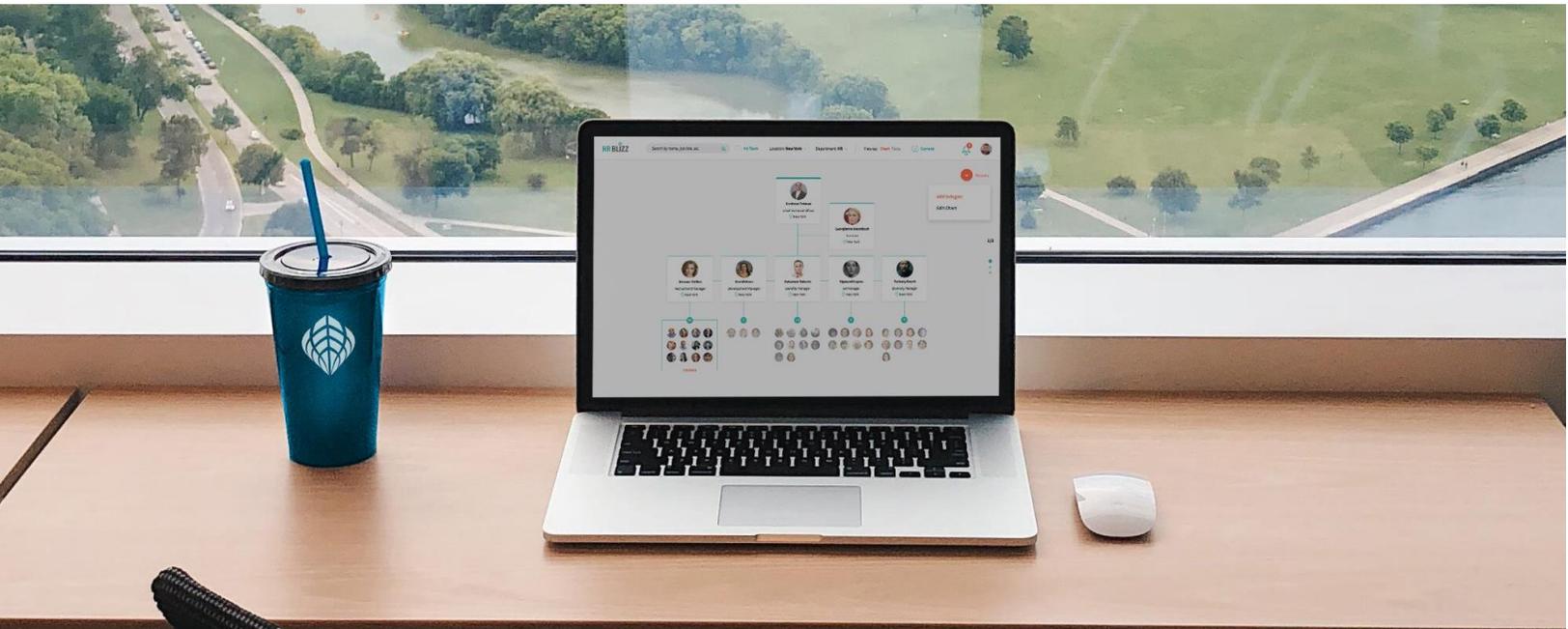




Simplifying Employment
Tasks Worldwide

Statutory Change Alert

UK – Tax and Social Security rate amendments 2024-25



UNITED KINGDOM





MERCANS

We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



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Mercans at a Glance

160+

Countries

20

Years of Success

1K+

Payroll and HR Specialists

22k+

Clients Worldwide

97%

Client Retention Rate

1.5X

Annual Revenue Growth

95k+

Largest Single Country Payroll

25M+

Pay Slips per Annum

0

Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certificate certificate





UK - Changes in tax rates and social security rates 2024-25

The following rates are effective from 6th April 2024 till 5th April 2025, unless otherwise provided.

New Tax rates and brackets for 2024-25

For Scotland, tax rates are revised:

PAYE tax rate	Rate of tax (%)	Annual earnings the rate applies to
Starter tax rate	19	Up to £2,306
Basic tax rate	20	From £2,307 to £13,991
Intermediate tax rate	21	From £13,992 to £31,092
Higher tax rate	42	From £31,093 to £62,430
Advanced tax rate	45	From £62,431 to £125,140
Top tax rate	48	Above £125,140

New social security rates for 2024-25

National Insurance rates and categories are revised as below:

Employee rates:

NI Letter	Earnings below LEL	Earning at or above LEL up to and including PT	Earning above the PT up to and including UEL	Balance of earnings above the UEL
A	NIL	0%	8%	2%
B	NIL	0%	1.85%	2%



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C	NIL	NIL	NIL	NIL
D	NIL	0%	2%	2%
E	NIL	0%	1.85%	2%
F	NIL	0%	8%	2%
H	NIL	0%	8%	2%
I	NIL	0%	1.85%	2%
J	NIL	0%	2%	2%
K	NIL	NIL	NIL	NIL
L	NIL	0%	2%	2%
M	NIL	0%	8%	2%
N	NIL	0%	8%	2%
S	NIL	NIL	NIL	NIL
V	NIL	0%	8%	2%
Z	NIL	0%	2%	2%

Employer rates:

NI Letter	Earnings below LEL	Earnings at or above the LEL up to and including the ST	Earnings above the ST up to and including the FUST/IZUST	Earnings above the FUST/IZUST up to and including UST/AUST/V UST	Balance of earnings above UST/AUST/V UST
A	NIL	0%	13.8%	13.8%	13.8%
B	NIL	0%	13.8%	13.8%	13.8%
C	NIL	0%	13.8%	13.8%	13.8%
D	NIL	0%	0%	13.8%	13.8%
E	NIL	0%	0%	13.8%	13.8%
F	NIL	0%	0%	13.8%	13.8%
H	NIL	0%	0%	0%	13.8%
I	NIL	0%	0%	13.8%	13.8%
J	NIL	0%	13.8%	13.8%	13.8%
K	NIL	0%	0%	13.8%	13.8%
L	NIL	0%	0%	13.8%	13.8%
M	NIL	0%	0%	0%	13.8%
N	NIL	0%	0%	13.8%	13.8%
S	NIL	0%	0%	13.8%	13.8%
V	NIL	0%	0%	0%	13.8%
Z	NIL	0%	0%	0%	13.8%



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New Student loan thresholds for 2024-25

Threshold	2024 to 2025 rate
Employee earnings threshold for student loan plan 1	£24,990 per year
Employee earnings threshold for student loan plan 2	£27,295 per year
Employee earnings threshold for student loan plan 4	£31,395 per year
Employee earnings threshold for postgraduate loan	£21,000 per year
Student loan deductions	9%
Postgraduate loan deductions	6%

New Maternity/Paternity/Parental pay for 2024-25.

These rates are applicable from the 7th of April 2024

Type of Payment or Recovery	2024 to 2025 rate
Statutory Maternity Pay (Weekly rate for first 6 weeks)	90% of the employees average weekly earnings
Statutory Maternity Pay (Weekly rate for remaining weeks)	£184.03 or 90% of the employees average weekly earnings, whichever is lower
Statutory Paternity Pay (Weekly rate)	£184.03 or 90% of the employees average weekly earnings, whichever is lower
Statutory Adoption Pay (Weekly rate for first 6 weeks)	90% of the employees average weekly earnings
Statutory Adoption Pay (Weekly rate for remaining weeks)	£184.03 or 90% of the employees average weekly earnings, whichever is lower
Statutory Shared Parental Pay (Weekly rate)	£184.03 or 90% of the employees average weekly earnings, whichever is lower
Statutory Parental Bereavement Pay (Weekly rate)	£184.03 or 90% of the employees average weekly earnings, whichever is lower

92% of your payment portions may be recovered from HMRC for statutory Maternity Pay, Paternity Pay, Adoption Pay, Shared Parental Pay or Parental Bereavement Pay.

New Statutory Sick Pay Rates for 2024-25

Number of Qualifying Days Per Week	2024 to 2025 Unrounded Daily Rates
7	£16.6785
6	£19.4583



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5	£23.35
4	£29.1875
3	£38.9166
2	£58.375
1	£116.75

New Company Car Advisory Fuel Rates for 2024-25

These rates are applicable from the 1st of March 2024

Engine Size	Petrol – Amount per Mile	LPG – Amount per Mile
1400cc or less	13 Pence	11 Pence
1401cc – 2000cc	15 Pence	13 Pence
2000cc or more	24 Pence	21 Pence

Engine Size	Diesel – Amount per Mile
1600cc or less	12 Pence
1601cc – 2000cc	14 Pence
2000cc or more	19 Pence

Please contact your Mercans' services delivery team for any additional information regarding the implications of the above change



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They already trust Mercans





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What Makes Mercans your HR and Payroll Partner of Choice?

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesaar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesaar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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+1 877 MERCANS (637 2267) | Toll-Free

Europe: +44 20 328 777 62

Americas: +1 646 798 5541

Middle East: +971 43 999 260

Asia: +81 50 5539 5354

info@mercans.com | mercans.com

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