



Agent Update

National Minimum Wage Rates with effect from 1st April 2023

Category of worker	Hourly rate
Aged 23 and above (national living wage rate)	£10.42
Aged 21 to 22 inclusive	£10.18
Aged 18 to 20 inclusive	£7.49
Aged under 18 (but above compulsory school leaving age)	£5.28
Apprentices aged under 19	£5.28
Apprentices aged 19 and over, but in the first year of their apprenticeship	£5.28

Tax Rates and Thresholds with effect from 6th April 2023

PAYE tax rate	Rate of tax	Annual earnings the rate applies to (above the PAYE threshold)
Basic tax rate	20%	Up to £37,700
Higher tax rate	40%	From £37,701 to £125,140
Additional tax rate	45%	Above £125,140

Note the change to the additional rate for which the thresholds applied was previously £150,000. The 45% rate now triggers when earnings reach £125,000 in the tax year.

Informal Payrolling of Benefits

From 6 April 2023 HMRC will no longer accept new informal payrolling benefits arrangements. If you have an informal arrangement to payroll benefits and expenses you must register for the 2023/2024 tax year.



Agent Update cont'd

Holiday Entitlement / Pay – Reminder

Working pattern

Fixed hours and fixed pay (full- or part-time)

Shift work with fixed hours (full- or part-time)

No fixed hours (casual work, including zero-hours contracts) in which they were paid)

How a week's pay is calculated

A worker's pay for a week/month

The average number of weekly fixed hours a worker has worked in the previous 52 weeks, at their average hourly rate

A worker's average pay from the previous 52 weeks (only counting weeks

Where overtime, commission or bonuses, are paid regularly the employer must include these payments in a minimum of 4 weeks of their paid holiday. Regular overtime, or other payments, that form part of a worker's normal contractual expectation for pay, should be included in the holiday pay calculation.

Employers may include overtime, commission or bonuses in the full 5.6 weeks' statutory annual leave entitlement to simplify the process for record keeping purposes.