

# 12PAY

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By IRIS

12Pay

Release Notes

April 2024 – 24.10

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## Release Notes

Welcome to your software update for April 2024. These notes provide information on all the improvements to the software. For detailed information on legislative changes, see the Legislation Guide on [www.12Pay.co.uk](http://www.12Pay.co.uk) in the **Help** section. If you encounter any difficulties, please visit [support@12Pay.co.uk](mailto:support@12Pay.co.uk).

## 12Pay April 2024 Release 24.10

### New NIC Category letters for Investment Zones

From 6 April 2024, 4 new Investment Zone NIC Category letters will come into effect for employers in Britain as part of the Investment Zone NI Relief (IZENR) which provides a package of tax relief to employers with employees working within geographic areas, as prescribed by law.

Following these changes in legislation, we have made the following software amendments:

- Include new NI letters:
  - N – Standard category letter
  - E – Married women and widows who are entitled to pay reduced NICs
  - K – Employees over the state pension age
  - D – Employees who can defer paying 10% NIC and pay only 2% because they are already paying it in another job
- Added **Working in Investment Zone** tick box in the **Employee** record under the **Personal** tab.

### Statutory Paternity Pay

From April 2024 onwards, a new policy allowing an employed father to take Paternity Pay and Leave in two non-consecutive periods totalling 2 weeks within 52 weeks of the birth date or placement date of the child for adoption will come into effect.

Changes are effective from 7<sup>th</sup> April 2024 for births and 6<sup>th</sup> April 2024 for placements.

This legislation does not currently apply to Northern Ireland.

Following this change, in the **Employee > Absences > Add Absence > Paternity** screen, we have added a **Pay SPP using Northern Ireland rules** when **Paternity** is selected.

If the date entered in the **Week baby due (Sunday)** is before 7 April 2024 or the child's **Placement Date** is before 6 April 2024, the **First day to have SPP** field displays as **First Leave Start Date**.

If the date in the **Week baby due (Sunday)** field is on or after 7 April 2024 or the date entered in the child's **Placement Date** is on or after 6 April 2024, and the **Pay SPP using Northern Ireland rules** checkbox is unset:

- The **First day to have SPP** field displays as **First Leave Start Date**
- A **Second Leave Start Date field** is displayed

## Statutory Maternity Pay

The system validation which previously prevented male employees from claiming Statutory Maternity Pay (SMP) has been removed. This is effective from April 2024 onwards and follows HMRC decision to review the SMP eligibility criteria. The rest of the criteria to be eligible from SMP, 26 weeks employment and average weekly earnings remains the same.

## Standard Life GTG Payments Pension file changes

A column header has been renamed from **Salary** to **Pay Period Pensionable Earnings**. A new column headed **Pensionable Pay Definition** will be added for all qualifying Pension Schemes.

## Tax Code Changes

There is no change to the standard Personal Allowance, £12,570 or the emergency tax code: 1257L.

Scotland have introduced a new Tax Band – SD3

## Updates to Tax, NI, Statutory Payments, and AE Rates

### Tax, NI, SSP, SMP, SAP, SPP, ShPP & SPBP

We have updated the rates for tax, NI, and statutory payments, in line with legislation, for the tax year 2024/2025.

### AE Parameters

We have updated the AE Parameters, in line with legislation, for the tax year 2024/2025.

## RTI

### FPS Changes for 2024/2025

The **FPS** schema has been updated for the tax year 2024/2025 in line with government legislation.

### EPS Changes for 2024/2025

We have updated the **EPS** schema for submissions relating to the tax year 2024/2025.

### Earlier Year FPS Changes for 2023/2024

We have updated the **Earlier Year FPS** schema for submissions relating to the tax year 2023/2024.

## Other Improvements

### P60 Changes for 2023/2024

We have updated the P60s for year-end 2023/2024.

## Useful numbers

HMRC online service helpdesk	HMRC employer helpline
<b>Tel: 0300 200 3600</b> <b>Fax: 0844 366 7828</b> <b>Email: <a href="mailto:helpdesk@ir-efile.gov.uk">helpdesk@ir-efile.gov.uk</a></b>	Tel: 0300 200 3200 Tel: 0300 200 3211 (new business)

## Contact Support

Your Product	Phone	Email
<b>IRIS 12Pay</b>	N/A	<a href="mailto:support@12pay.co.uk">support@12pay.co.uk</a>
<b>IRIS PAYE-Master</b>	0344 815 5555	<a href="mailto:payroll@iris.co.uk">payroll@iris.co.uk</a>
<b>IRIS Payroll Business</b>	0344 815 5555	<a href="mailto:ipsupport@iris.co.uk">ipsupport@iris.co.uk</a>
<b>IRIS Bureau Payroll</b>	0344 815 5555	<a href="mailto:ipsupport@iris.co.uk">ipsupport@iris.co.uk</a>
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<b>Earnie or Earnie IQ</b>	0344 815 5555	<a href="mailto:earniesupport@iris.co.uk">earniesupport@iris.co.uk</a>
<b>IRIS Payroll Professional (formerly Star)</b>	0344 815 5555	<a href="mailto:payroll-support@iris.co.uk">payroll-support@iris.co.uk</a>

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