



# **IRIS Payroll Business and IRIS Bureau Payroll**

Release Notes v24.10

IRIS. Look forward

# Contents

|   |   |
|---|---|
| Release Version 24.10 .....                         | 3 |
| New NIC Category letters for Investment Zones ..... | 3 |
| IRIS Bureau Payroll.....                            | 3 |
| Bureau Dashboard .....                              | 3 |
| Statutory Paternity Leave .....                     | 4 |
| Statutory Maternity Pay.....                        | 4 |
| Standard Life GTG Payments Pension file .....       | 4 |
| Pension Deferral.....                               | 5 |
| Pension Summary by Employee report.....             | 5 |
| NI Adjustment .....                                 | 5 |
| PAYE Legislation .....                              | 5 |
| Student/Postgraduate Loan Thresholds.....           | 5 |
| Tax Codes .....                                     | 5 |
| Automatic Enrolment and Pensions .....              | 5 |
| National Minimum Wage/National Living Wage .....    | 5 |
| Tax, NI and Statutory Payment Rates.....            | 5 |
| Car and Fuel benefit thresholds .....               | 6 |
| RTI .....   | 6 |
| FPS – 2024/2025.....                                | 6 |
| EPS – 2024/2025.....                                | 6 |
| Earlier Year FPS Changes for 2023/2024.....         | 6 |
| Other Improvements .....                            | 6 |
| P60 Changes for 2023/2024.....                      | 6 |

## Release Version 24.10

### New NIC Category letters for Investment Zones

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

The new letters are:

- N - (standard category letter).
- E - (married women and widows entitled to pay reduced NICs).
- K - (employees over the state pension age).
- D - (employees who can defer paying 10% NICs and pay only 2% because they are already paying it in another job).

Following this change, we have updated several system areas, including:

- Updated the **Employee > Add New Employee > Tax & NI** tab to include the four new letters and added a **Working in Investment Zone** checkbox.
- Updated the **Application menu > Import/Export > Import/Export Data > Fields** tab with a **Working in Investment Zone** option.
- Reports in the system now include the new NI letters.
- Updated the audit and FPS to include the new NI letters.
- Updated all other system areas affected by the NI changes.

**Note:** NI adjustment paid for multiple weeks on a single rate will not allow splitting of NI calculation later. You must use the **NI Summary** to correct the calculation. In **Tax/NI override**, where the number of NI week is reduced, you must also use the **NI Summary** to correct.

## IRIS Bureau Payroll

### Bureau Dashboard

To cater for the four new **Investment Zone NIC category letters**, effective from April 2024 onwards, we have updated the following in the bureau dashboard:

- Added new NI rates in the **Edit Employee > NI Rate** field.

## Statutory Paternity Leave

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 for adoption will come into effect.

Changes are effective from 7 April 2024 for births and 6 April 2024 for placements.

**Note:** This legislation currently does not apply to Northern Ireland.

Following this change, in the **Employee > SPP** tab, we have added:

- A **Pay SPP using Northern Ireland rules** checkbox on the **SPP** tab, where **Paternity Type** selected is **Birth**.
- A **Pay SPP using Northern Ireland Rules** checkbox on the **SPP** tab, where **Paternity Type** selected is **Adoption**.

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** is unset:

- The **First day to have SPP** field displays as **First Leave Start Date**.
- A **Second Leave Start Date** field displays.
- A **No. of weeks to pay** field for **First** and **Second Leave Date** sections displays.

## Statutory Maternity Pay

We have removed the system validation that previously prevented male employees from claiming Statutory Maternity Pay (SMP). This update is effective from April 2024 onwards and follows HMRC's decision to review the SMP eligibility criteria.

## Standard Life GTG Payments Pension file

In line with WPR requirements, we have made the following updates to the Standard Life GTG payments pension file:

- Renamed the column header from **Salary** to **Pay Period Pensionable Earnings**.
- Added a new **Pensionable Pay Definitions(s)** column in the file between the **Plan Number** and **Regular (employer)** columns.

## Pension Deferral

We have fixed the issue with LP6 letters not showing the pension deferral date in myePayWindow.

## Pension Summary by Employee report

The **Pension Summary by Employee** report now includes a **Company Totals** column.

## NI Adjustment

We have fixed an issue with NI rates and descriptions displaying incorrectly when making a NI adjustment.

## PAYE Legislation

### Student/Postgraduate Loan Thresholds

**Student and postgraduate loan thresholds** for the 2024/2025 tax year. We have updated the system with these figures.

### Tax Codes

**Personal allowance tax code rates** for the 2024/2025 tax year. We have updated the system with these rates.

### Automatic Enrolment and Pensions

**Automatic enrolment and pensions figures** for the 2024/2025 tax year. We have updated the system with these figures.

### National Minimum Wage/National Living Wage

**National Minimum Wage and National Living Wage rates** for the 2024/2025 tax year. We have updated the system with these rates.

### Tax, NI and Statutory Payment Rates

**Tax, NI, and statutory payment rates** for the 2024/2025 tax year. We have modified the system with these rates.

On 6 March 2024, the Government announced that from 6 April 2024, the National Insurance contribution rates for most employees would be lowered by 2%. We have updated the software to reflect these changes in employee NI rates.

## Car and Fuel benefit thresholds

**Car and fuel benefit thresholds** for the 2024/2025 tax year. We have updated the system with these thresholds.

## RTI

### FPS – 2024/2025

In line with government legislation, we have updated the FPS schema for the 2024/2025 tax year.

### EPS – 2024/2025

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

### Earlier Year FPS Changes for 2023/2024

We have updated the EYFPS schema for the 2023/2024 tax year.

## Other Improvements

### P60 Changes for 2023/2024

A new P60 layout for year-end 2023/2024 is now available.

## Useful numbers

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

## Contact Support

| Your Product                              | Phone         | E-mail   |
|---|---------------|--|
| IRIS PAYE-Master                          | 0344 815 5555 | <a href="mailto:payroll@iris.co.uk">payroll@iris.co.uk</a>                 |
| IRIS Payroll Business                     | 0344 815 5555 | <a href="mailto:ipsupport@iris.co.uk">ipsupport@iris.co.uk</a>             |
| IRIS Bureau Payroll                       | 0344 815 5555 | <a href="mailto:ipsupport@iris.co.uk">ipsupport@iris.co.uk</a>             |
| IRIS GP Payroll                           | 0344 815 5555 | <a href="mailto:gpsupport@iris.co.uk">gpsupport@iris.co.uk</a>             |
| IRIS GP Accounts                          | 0344 815 5555 | <a href="mailto:gpaccsupport@iris.co.uk">gpaccsupport@iris.co.uk</a>       |
| Earnie or Earnie IQ                       | 0344 815 5555 | <a href="mailto:earniesupport@iris.co.uk">earniesupport@iris.co.uk</a>     |
| IRIS Payroll Professional (formerly Star) | 0344 815 5555 | <a href="mailto:payroll-support@iris.co.uk">payroll-support@iris.co.uk</a> |

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