



Release Notes

V24.1

Getting Help

If you need help with your payroll software, you can contact us as follows:

Email us at support@keytime.co.uk

Call us on 0344 815 5555

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Keytime Release Version 24.1

New NIC Category letters for Investment Zones

From 6 April 2024, 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 12% NICs and pay only 2% because they are already paying it in another job).

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

- Added the new NI letters to the **Setup > Parameters > Government Legislation > National Insurance Rates > NI Rates** screen.
- Modified the **Employee Information > Financial Details > Financial Definition > NI Category** drop-down to include the new NI letters.
- Added a **Working in an Investment Zone** checkbox on the **Financial Definition** screen.
- Updated the **Previous NI Earnings > NI Category** drop-down with the new NI letters.
- All reports created in the 2024/2025 tax year onwards include the new NI letters and associated rates.
- Updated all other system areas affected by the NI rate changes.

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 April 2024 for births and 6 April 2024 for placements.

This legislation currently does not apply to Northern Ireland.

Following this change, in the **SMP/SPP** and **SAP/SPP > Detail Entry** screens, we have added:

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- A **Tick here if using Northern Ireland Rules** checkbox when selecting **Statutory Paternity Pay**.
- A **Tick here if using Northern Ireland Rules** checkbox when selecting **Statutory Adoption Pay**.

If the date entered in the **Expected Week of Confinement** is before the 7 April 2024 or the child's **Placement Date** is before 6 April 2024, and the **Tick here if using Northern Ireland** checkbox is set, the **Start Date** field displays as **First Leave Start Date**.

If the date in the **Expected Week of Confinement** 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 **Tick here if using Northern Ireland** checkbox is unset:

- The **Start Date** field displays as **First Leave Start Date**.
- A **Second Leave Start Date** field displays.

Statutory Maternity Pay

We have removed system validation which 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.

Following this update, in the system, we have updated the **SMP/SPP** screen to include a **Statutory Maternity Pay** option for male employees.

Standard Life GTG Payments Pension file changes

- 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.

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.

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Automatic Enrolment and Pensions

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

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

Other Improvements

P60 Layout

A new P60 layout for year-end 2022/2023 is now available.