



Quick guide to PAYE

Introduction

The Pay As You Earn (PAYE) scheme was introduced in 1943 to collect tax from salaries and wages at source.

The scheme is operated by the employer who must calculate the amount of tax on each payslip and pay it to HMRC.

An employer must register for PAYE with HMRC. The employer is given a unique reference number that must be quoted by the employer and employees in any correspondence with HMRC.

If the scheme is operated properly, PAYE will ensure that the correct amount of tax is collected. The employee will often not need to complete a tax return or have any direct dealings with HMRC at all.

PAYE must be operated for all employees. It is not possible for an employer and employee to agree not to operate PAYE.

Employees includes directors of companies. All their remuneration must be taxed through the PAYE system. However sole traders and partners in a partnership are not taxed through a PAYE payroll.

For PAYE purposes, office holders are also regarded as employees. So PAYE must be operated for councillors, vicars, policemen, soldiers and other office holders.

PAYE calendar

For historic reasons explained in another article, the tax year runs from 6 April in one year to 5 April in the next.

The year is divided into tax months which run from 6th of the calendar month to 5th in the next month. So 6 April to 5 May is month 1; 6 May to 5 June is month 2 and so on. These tax months are used for monthly paid staff and for the payment of PAYE to HMRC.

The year is also divided into tax weeks for weekly paid staff. Week 1 runs from 6 April to 12 April. Week 2 from 13 April to 19 April and so on. Week 52 ends on 4 April (or 3 April in a leap year). If a payslip is paid on that day, a special week 53 procedure is used.

Tax code

The heart of the PAYE system is the tax code.

Paye Guide

John Ball



Paye Guide:

Pay Setting Desk Guide United States. Internal Revenue Service,1997 Guide for Re-engineering Pay and Benefits,1996 A key initiative in administrative renewal of the federal government is the effort to re engineer current processes for administering pay and benefits This guide is designed to help directors of personnel and departmental pay and benefits managers implement the re engineered process model developed by a team within the Treasury Board Secretariat The model is designed to improve services to employees and managers enhance the working environment of pay and benefits specialists and reduce costs significantly After an introductory section chapter two presents the government s vision statement and guiding principles regarding pay and benefits services defines client needs and sets the goal of quality service The next two chapters describe the state of pay and benefits today the current process model and the re engineered process model what pay and benefits will look like after change The final two chapters contain information on implementing the future process model and managing change Code of Federal Regulations ,1964 **Business Taxpayer Information Publications** ,2002 **Merit Pay** Robert L. Heneman,Jon M. Werner,2004-12-01 This book was written to bring together a summary of the current knowledge on merit pay and to further advance understanding of this type of incentive pay plan When the writing of the first edition was begun in 1989 there were no books devoted exclusively to the subject of merit pay Thus this book was written to fill a void in the compensation literature Since then surveys have shown that merit pay remains a frequently used method of incentive compensation and research into the merit pay process continues to grow However other forms of incentive pay such as gainsharing continue to receive the most attention as evidenced by the number of books and articles on this topic in the popular press In response to the frequent use of merit pay in organizations and the growing body of research a book length treatment of merit pay was needed What we hope to do with this second edition beyond updating is to link merit pay with the many changes going on in total compensation or reward management R Heneman 2001a 2002 We also will argue that even among all the challenges and changes that organizations currently face there is still merit in appropriately conceived and implemented merit pay plans Bates 2003c **Farmers' Guide** ,1897 *The Alpine Guide* by John Ball John Ball,1874 The Campaign Guide Conservative Party (Great Britain). Research Department,1974 **A Guide to Commercial Management** Sidney Glassman,1981 **The American Travellers' Guides** William Pembroke Pettridge,1881 **A Guide to the Western Alps** John Ball,1877 TV Guide ,1982 Dun & Bradstreet Guide to \$your Investments\$ Nancy Dunnan,1993 *Innsbruck and Its Environs* Heinrich Noë,1890 *Documents of the Senate of the State of New York* New York (State). Legislature. Senate,1894 **Guide to Internet Job Searching 2006-2007** Margaret Riley Dikel,Frances E. Roehm,2006-03-23 Listings of industry specific boards that are usually not well known outside an industry Reviews of popular listings and recruiting websites to help focus the search **American Agriculturist** ,1874 The Law Students' Journal John Indermaur,Charles Thwaites,1890 Annual Report of the Forest Commission of the

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