

National Insurance Tables 2019/2020

The following table shows the figures that should be entered in SIMS Personnel for employer contributions for National Insurance. The table is based on our interpretation of the Government's guidance on *Rates and thresholds for employers: 2019 to 2020* (<https://www.gov.uk/guidance/rates-and-thresholds-for-employers-2019-to-2020>).

The columns in the following table are in the same format as the columns in the National Insurance table in SIMS Personnel.

Band	Monthly Earnings		Employers Contribution	
	Upper	Lower	Contracted In Rate 1	Contracted Out Rate 2
1	512.00	0.00	0.00	0.00
2	719.00	512.01	0.00	0.00
3	4167.00	719.01	13.80	13.80
4	0.00	4167.01	13.80	13.80

NOTES: A 'rounding' difference of approximately £1-2 per month may arise for some employees.

If the table is entered in SIMS Personnel with a start date of 06/04/2019, the April 2019 National Insurance projections will be slightly different to those in the following months. To avoid this situation, enter the table with a start date of 01/04/2019.

Patch 24576 inserts the National Insurance table for 2019/2020 on your behalf. If you have already created the table for 2019/2020, the patch overwrites the existing table. To obtain the patch, please contact your Local Support Unit.

Personnel 7 – Supported Versions

The table needs to be entered via **Tools | Staff | National Insurance Rates**. National Insurance projections will be calculated in FMS 6.184 or later once the Financial Year and Salary Periods have been defined for 2019/2020 and Salary Projections have been refreshed via **Focus | Personnel Links | Salary Projections**.

Export and Import of Pay Related Files – Minimum Version Summer 2018

The table needs to be entered via **Tools | Staff | National Insurance Rates**. National Insurance projections will be calculated in FMS 6.184 or later once the Financial Year and Salary Periods have been defined for 2019/2020 and Salary Projections have been refreshed via **Focus | Personnel Links | Salary Projections**.

		Import (School)	
		Summer 2018 to Spring 2019 Salary Ranges <u>not</u> licensed	Summer 2018 to Spring 2019 Salary Ranges licensed
Export (Support Unit)	Summer 2018 to Spring 2019 Salary Ranges <u>not</u> licensed	Yes	Yes
	Summer 2018 to Spring 2019 Salary Ranges licensed	No	Yes

Export and Import of Pay Related Files for National Insurance

SIMS Support Units can define the National Insurance table in SIMS Personnel 7.182 (SIMS 2018 Summer Release) or later via **Tools | Staff | National Insurance**, and then include the National Insurance table in Pay Related files via **Tools | Staff | Pay Related Export**.

The Pay Related file can be dispatched to schools that are using SIMS Personnel 7.182 (SIMS 2018 Summer Release) or later, where it can be imported via **Tools | Staff | Pay Related Import**. When National Insurance tables are imported using this mechanism, all existing National Insurance tables are deleted whilst the National Insurance tables contained within the Pay Related file being imported are retained and used. Consequently, Support Units need to ensure that SIMS, from where the Pay Related file is exported, contains as a minimum the National Insurance table for 2018/2019 (this can be found in the FMS 6.180 release note), as well as the table for 2019/2020 (detailed earlier in this section). This will avoid any issues with the remaining FMS Salary Projections for 2018/2019. Financial years prior to 2018/2019 should now be closed in the majority of cases, with all the Salary Projections being replaced with the actual National Insurance payment.

FMS Salary Projections 2019/2020

National Insurance projections will be calculated in FMS 6.184 (FMS 2018 Autumn Release) or later once the Financial Year and Salary Periods have been defined for 2019/2020 and Salary Projections have been refreshed via **Focus | Personnel Links | Salary Projections**.