

unwelcome withdrawal of childcare voucher exemptions

In his keynote speech to the Labour Party conference on 29 September, Gordon Brown announced that the government will scrap the tax and national insurance incentives for childcare vouchers provided by an employer. This will take effect from April 2011. In its place he announced free childcare for 250,000 two-year olds.

This obviously has a major impact on salary sacrifice schemes which have offered both employers and employees savings on the cost of childcare. If the exemptions are scrapped, then there will be no assistance towards parents' childcare costs when returning to work.

Childcare Voucher supporters have set up a petition on the Downing Street website if you wish to support the campaign to keep the current exemptions in place:

<http://petitions.number10.gov.uk/keepvouchers/>

national minimum wage

NEW from 1 October 2009

£5.80 per hour for workers 22 +
 £4.83 per hour development rate for workers 18-21
 £3.57 per hour development rate for workers 16-17

The government has accepted a Low Pay Commission recommendation that the main rate should be extended to 21 year olds. This will be implemented from **October 2010**.

NMW Regulations also changed from **1 October 2009** so that tips, gratuities, cover charges will **not** count towards national minimum wage pay in any circumstances.

early warning notice !!!!!

From May 2010 you may have to pay a penalty if you do not pay the PAYE due each month, ON time and IN full

HMRC intend to implement late payment penalties for payments due from May 2010. From then on, you may have to pay penalties if you make more than one PAYE payment late. The penalties will be a percentage of the amount you pay late. They will start at 1% and increase to 4% depending on the number of late payments in a year.

If you are in the Hastings area on Thursday 12th November, come and meet us at our stand C3 at Let's Do Business taking place at The Hastings Centre, The Ridge, Hastings.

Imminent postal disruption

In view of recent and proposed postal problems, please consider email as a reliable means of sending and receiving your payroll information.

We have a number of payslip formats which will enable you to print out payslips which you can hand to your employees without having to wait for the post to arrive. We are even able to incorporate your company logos into these plain paper formats if you wish.

We can also assist you in designing a payroll input format which can be emailed to us and we can of course accept scanned or faxed copies of supporting documentation.

Please contact us for further information



Email address

Please use our central email address for **ALL** payrolls and payroll related queries -

payroll@pro-pay.co.uk

This will ensure your query is answered in a prompt manner

New Starters

Please ensure that all new employees provide you with their date of birth and you let us have their gender. These are now mandatory requirements as **NO** P45/P46/P14 can be filed with HMRC without them. We will **NOT** be able to add a new employee without this information.

ePayslips

Don't forget this facility is now available to all our clients and is proving very popular, particularly to those employers with field or non-office based staff.