



# Quick guide to PAYE

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## 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 6<sup>th</sup> of the calendar month to 5<sup>th</sup> 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.

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**Adolphe Laurent Joanne**

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