

Claim National Insurance contributions relief for veterans as an employer.

In April 2021 HMRC introduced a zero rate of employers Class 1 National Insurance contributions on the earnings of a qualifying veteran.

Employees that qualify

An employee qualifies as a veteran if they have either:

- served at least one day in the regular armed forces
- completed at least one day of basic training

The relief is available to a veteran who has started their first civilian job regardless of when they left the regular armed forces.

Qualifying period

The qualifying period begins on the first day of the veteran's first civilian employment since leaving the regular armed forces and ends 12 months later.

The 12-month qualifying period is set and does not change if either their:

- employment ceases
- employer changes

This means that where an employee:

- has more than one job each employer can claim the relief at the same time for the same employee
- ceases one employment and starts another, the subsequent employer can claim the relief until the end of the qualifying period, but the employer will need to find out the date when the veteran was first employed

For more detailed information, please call James Smith on 01285 654566 or email jsmith@first-military.co.uk.

Claim National Insurance contributions relief for veterans as an employer.

The UK government offers an employer National Insurance contributions (NICs) relief when hiring former members of the regular Armed Forces. This scheme grants businesses a 0% rate on Class 1 secondary NICs on the veteran's earnings for up to 12 consecutive months.

Key Details of the Relief

Financial Benefit: Employers pay zero secondary Class 1 NICs on a veteran's earnings up to the Veterans Upper Secondary Threshold (currently $\pounds 50,270$) per year) during their first year of civilian employment.

Eligibility: Available to any employer for any qualifying veteran. To qualify, the veteran must have served at least one day in the UK regular Armed Forces, including those who have completed one day of basic training.

Timeframe: The 12-month relief period begins on the veteran's first day of civilian employment. It is available every time a veteran leaves service, provided they have not previously been employed in a civilian capacity.

For more detailed information, please call James Smith on 01285 654566 or email jsmith@first-military.co.uk.