

Bulletin 27 – June 2025

The summer break is fast approaching so we wanted to give you a Xentrall update. We have a recap on the recent development to MyHR, plus a few messages from the Xentrall team.

UPDATES – APRIL 2025**Payroll****Employers National Insurance change**

From 6th April 2025 the Employers National Insurance changed from 13.8% to 15%. This has been applied to the whole system and was tested in advance of April payroll.

National Minimum Rate changes

National Minimum Wage (NMW) and National Living Wage (NLW) are the lowest rates of pay per hour that most workers must be paid by law. It does not matter how many workers you employ; you must pay at least NMW or NLW.

Rates increase on 1 April each year.

Current rates – April 2025

These rates are for the National Living Wage (for those aged 21 and over) and the National Minimum Wage (for those of at least school leaving age). The rates change on 1 April every year.

	21 and over	18 to 20	Under 18	Apprentice
April 2025	£12.21	£10.00	£7.55	£7.55

Employment Allowance

The Employment Allowance (EA) reduces eligible employers' National Insurance contributions liability.

From 6 April 2025, the £100,000 threshold was removed. The EA was previously restricted to employers with National Insurance contributions bills of less than £100,000 in the previous tax year.

The maximum amount of EA also increased from £5,000 to £10,500, which means more eligible businesses will be able to claim, and at an increased amount. There have been no other changes to the EA eligibility criteria.

Most businesses or charities can apply for EA. However, they cannot do so if they are a public body or a business whose activities wholly or mainly involve the performance of functions which are of a public nature. Whether these functions are publicly funded can indicate functions of a public nature, but funding alone is not the deciding factor.

Payrolling Benefit – Lease Cars

From April 2024 we payrolled benefits via the payroll, this means that there is no requirement for a P11d for employees, as the taxable benefit will be taxed at source via the payroll.

However, each employee will receive a Benefit Statement which was sent out to employee's home address in April, we encourage employees to check the data on the benefit statement is correct as this is what we hold in the payroll system and will be sent to HMRC. Incorrect information could result in an under or overpayment of tax.

Employers are still required to pay Class 1A National Insurance contributions on the benefit which is due to be paid by 19th July. Payroll will calculate the value of NI due and inform relevant parties.

Statutory Increases from April 2025

Statutory Maternity pay = £187.18 per week (paid up to 39 weeks)

Statutory Adoption pay = £187.18 per week

Shared Parental leave = £187.18 per week

Statutory Sick Pay = £118.75 per week (paid for up to 28 weeks)

Teachers Increment

Main Scale 1-6

From September 2025 increments for Teachers on M1 to M6 will be automatically applied.

Teacher Scales excluding Main Scale

We will send out a spreadsheet in August with all Teachers that would be due an increment on 1st September 2025, excluding Teachers on M1 to M6.

You will then need to confirm that you would like to apply the increment for each individual employee and return the spreadsheet to payroll to action.

NJC Pay Award Update

NJC Support Staff Pay Award 2025/26 2025 pay offer.

On 22 April, the National Employers responded to the pay claim with a full and final offer:

- With effect from 1 April 2025, **an increase of 3.20 per cent to be paid** as a consolidated, permanent addition on **all NJC pay points 2 to 43 inclusive and on all pay points above the maximum of the pay spine but graded below deputy chief officer** (in accordance with Green Book Part 2 Para 5.4).
- With effect from 1 April 2025 **an increase of 3.20 per cent on all allowances** (as listed in the 2024 NJC pay agreement circular dated 22 October 2024).
- With effect from **1 April 2026, the deletion of pay point 2** from the NJC pay spine.

This has not been accepted, and we are waiting for further updates.

Contact Xentrall Payroll

If you have any queries, please email our Payroll Department, payroll.department@xentrall.org.uk or you can contact your dedicated Payroll Officer directly.

Pensions

Teachers Pensions Contribution Bands

Each April the member contribution bands are updated in line with CPI (Consumer Price Index). From 1st April 2025 the Teachers' Pension bands will be changed as per the below table.

Pensionable annual earnings in relevant year (£)	Contribution Rate (%)
£0 - £34,872.99	7.4%
£34,873.00 to £46,943.99	8.9%
£46,944.00 to £55,660.99	9.9%
£55,661.00 to £73,768.99	10.5%
£73,769.00 to £100,590.99	11.6%
£100,591.00 and above	12%

There is no change to the Employer contribution rate from 1st April 2025. The current rate is 28.68%.

Local Government Pension Contribution Rates

The LGPS employee contribution rates will also change from 1st April as per the below table.

Band	Actual pensionable pay for an employment	Main section contribution rate for that employment	50/50 section contribution rate for that employment
1	Up to £17,800	5.50%	2.75%
2	£17,801 to £28,000	5.80%	2.90%
3	£28,001 to £45,600	6.50%	3.25%
4	£45,601 to £57,700	6.80%	3.40%
5	£57,701 to £81,000	8.50%	4.25%
6	£81,001 to £114,800	9.90%	4.95%
7	£114,801 to £135,300	10.50%	5.25%
8	£135,301 to £203,000	11.40%	5.70%
9	£203,001 and more	12.50%	6.25%

Year-end files for Local Government Pensions have all been completed and sent to the pension provider by the agreed deadline date.

Teesside Pension Fund - Change to Administration

The administration of the Teesside Pension Fund will be transferred from XPS Group to the Tyne and Wear Pension Fund (TWPF) on 1 June 2025. Please see the following website for more details regarding the move, <https://www.middlesbrough.gov.uk/latest-news/local-government-pension-scheme-funds-announce-strategic-partnership/>

At Xentrall we have had regular meetings with Tyne and Wear regarding this transfer and will continue to do so and can confirm everything is in place to begin operating with Tyne and Wear from 1st June 2025.

Teesside Members

It is essential that Teesside members are kept informed as necessary but are unaffected by this change in administration. TWPF will be contacting members on how they will communicate changes to all current Teesside members as they move through the project. TWPF have a dedicated member's helpline for any member related queries.

You can contact Tyne and Wear Pension Fund Services team on 0191 424 6399 between the hours of 9.00am to 5.00pm Monday to Thursday, and 9.00am to 4.30pm on Friday.

In the meantime, if you have any queries or concerns regarding the above, please contact Ann Robinson, Payroll & Pensions Manager on 01642 524517 or email ann.robinson@xentrall.org.uk

Contact Xentrall Pensions

If you have any queries, please email our Pension Department, pension.department@xentrall.org.uk

System

App for Staff to access MyHR (MyView)

Do not forget MyHR can be accessed on mobile devices using the App, so please remind your staff this is available. The App will ask if you want to allow your device security to log you in after the initial set up (e.g. fingerprint/passcode/facial recognition), meaning you do not have to remember another password.

The MyView App is easy to use and offers better accessibility for employees and managers to the same information held on the MyHR online platform.

The App can be downloaded from the Apple App Store or Google Play Store or by using the QR codes below. For detailed guidance please see the attachment, sent in the e-mail with this bulletin.



Apple App Store
Users



Google Play
Store Users

The MyHR Support Team are available to assist with any questions and can be contacted via e-mail MyHR@xentrall.org.uk or via telephone 01642 524567.

Leavers Process on MyHR

We have tailored the leaving reasons available on the MyHR Leaver form to be Academy specific, if there were any leave reasons you would like to include, please contact the Xentrall System Team.

Easy Access to Documents and Information

We now have a web area where you can find up to date forms, timetables, and information.

The pages are now available and can be found by using this link [Documents & Information - Xentrall Shared Services](#) The pages are not available through searches so please save the link. If there are other items, you would find useful in this area please contact Ann Robinson or System Support.

Contact Xentrall System Support

If you have any queries, please email our System Team, myhr@xentrall.org.uk