

Instruction Document – P14 for 2007-08

Please Note: Labels marked in **Red** in this document indicates mandatory fields and should be completed (filled up) in the spreadsheet.

D1 Title : (Optional)

Enter here the title of the employee. E.g.: Mr, Mrs, Miss, Ms.

Please note that no 'spaces' are allowed between any characters and the length should not exceed 4 characters.

D2 First Forename : (Mandatory)

Enter here the employee's first name. This field is mandatory.

You should only use characters defined in the Schema i.e, A-Z upper or lower case, hyphen or apostrophe.

Please note that 'spaces' are not allowed between the characters and the length should not exceed 35 characters.

Please note, the special characters listed below must not be used when you enter the employee's Forename.

1. ` This is not an apostrophe, this is a grave accent. Please do not use this special character instead of an apostrophe.
2. . full stop
3. , comma
4. _ underscore
5. () opening and closing parenthesis
6. / Forward slash
7. 0 zero (in place of alphabet O)
8. 1 2 3 numbers
9. * asterisk
10. ? question mark

D3 Second Forename : (Optional)

Enter here the employee's Second forename.

You should only use the characters defined in the Schema i.e, A-Z upper or lower case, hyphen or apostrophe.

Please note that 'spaces' are not allowed between the characters and the length should not exceed 35 characters.

Please note, the special characters listed below must not be used when you enter the employee's Forenames.

1. ` This is not an apostrophe, this is a grave accent. Please do not use this special character instead of an apostrophe.
2. . full stop
3. , comma
4. _ underscore
5. () opening and closing parenthesis
6. / Forward slash
7. 0 zero (in place of alphabet O)
8. 1 2 3 numbers
9. * asterisk
10. ? question mark.

D4 Surname : (Mandatory)

Enter here the employee's Surname. This field is mandatory.

You should only use the characters defined in the Schema i.e. A-Z upper or lower case, digits 0-9, comma, full stop, forward slash, ampersand, hyphen, space, apostrophe and brackets.

The length should not exceed 35 characters.

Please note that the special characters listed below must not be used when you enter the employee's Surname

1. Please do not include leading or trailing spaces when you enter the Surname. For example if the Surname is O'Connor, do not include space before O'Connor or after O'Connor
2. ` This is not an apostrophe. This is a grave accent. Please do not use this special character instead of an apostrophe. For example in a surname the apostrophe must be entered as O'Connor, not as O`Connor
3. leading spaces.
4. * asterisk
5. 0 zero (in place of the alphabet O) - the first character must be alpha.

D5 Address Line 1 : (Optional)

Enter here the employee's address line 1, if present.

Please note the following when you enter the address

1. A single address line can contain a maximum of 35 characters including spaces.
2. Please do not enter any invalid characters as listed for Surname and Forename.

D6 Address Line 2 : (Optional)

Enter here the employee's address line 2, if present.

D7 Address Line 3 : (Optional)

Enter here the employee's address line 3, if present.

D8 Address Line 4 : (Optional)

Enter here the employee's address line 4, if present.

D9 Postcode : (Optional)

Enter here the postcode of the employee's address e.g. EP1 3SO.

Please note that the Postcode should not exceed 8 characters.

D10 Country : (Optional)

Enter here the Country of the employee's address

D11 Date of Birth : (Optional)

Enter here the date of birth of the employee.

Please note, the following when you enter the date of birth

1. It must be completed if the National Insurance number is not known.
2. It must be a valid calendar date .The date can be in a **YYYY-MM-DD, or DD/MM/YYYY, or DD/MM/YY** format .
3. It must be today or earlier.

D12 Gender : (Optional)

Enter here the employee's gender.

Please note the following when you enter the employee's gender:

1. It must be completed if the National Insurance Number is not known.
2. It must be entered as 'Male' or 'M' or 'Female' or 'F'.
3. It must be completed where "SMP" field is greater than "0".
4. If "Employee gender" is male, then the "NI category" must not contain "B", "E", "G", "K", "O" or "T".

D13 NI Number : (Optional)

Enter here the employee's National Insurance number (NINO). If the NI number is not known leave it blank.

Please note, the NINO must follow the acceptable format:

1. Characters 1 & 2 must be alpha and must be one of the issued National Insurance Number prefixes.
2. Characters 3 - 8 must be numeric.
3. Character 9 must be alpha in the range A - D or a space.

For Example: Two alpha (AA) six digits (123456) one alpha (A, B, C, D or space) "AA123456A" or "BB123456 " (the suffixes M, F and P are not allowed).

D14 Works Number : (Optional)

Enter here the employee's Works Number. Please note that the employee's Works Number or payroll number can be alphanumeric and should not exceed 20 characters.

D15 NIC Table Letter1 : (Mandatory)

Enter here the employee's NI category table letter1 . This field is mandatory.

Please note that the length of the table letter should not be more than 1 character.

Please note the following when you enter the NI category table letter:

1. It must be between 1 and 4 NIC table letters shown on each P14.
2. Valid table letters are : A, B, C, D, E, F, G, H, J, K, L, N, O, Q, R, S, T, V, W, X against these letters.

D16 At LEL 1 : (Mandatory)

Enter here the employee's earnings at the Lower Earnings Limit (LEL) where earnings reach or exceed the LEL, with reference to NI category table letter 1. This field is mandatory.

Please note the following when you enter the amount :

1. It must be in whole pounds.
2. A thousand comma separator within the figure is not allowed.
For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.
3. It must be "0" when "NI Category" field is "X".
4. If "NI Category" is "A", "D", "F", "H", "J", "L", "N", "Q", "R", "S", or "V" then, this field must be greater than "0".

D17 LEL to ET 1 : (Mandatory)

Enter here the employee's earnings above Lower Earnings Limit (LEL) upto and including the Earnings Threshold(ET), with reference to NI category table letter 1. This field is mandatory.

Please note the following when you enter the amount :

1. It must be in whole pounds.
2. A thousand comma separator within the figure is not allowed.
For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.
3. It must be "0" when "NI Category" is "X".
4. It must be greater than "0" when "Earnings above the ET up to and including the Upper Earnings Limit (UEL)" is greater than "0" for the following NI Category letters: "A", "D", "E", "F", "G", "H", "J", "K", "L", "N", "O", "Q", "R", "S" or "V".

D18 ET to UEL 1 : (Mandatory)

Enter here the employee's earnings above Earnings Threshold (ET) upto and including the Upper Earnings Limit(UEL), with reference to NI category table letter 1. This field is

mandatory.

Please note the following when you enter the amount :

1. It must be in whole pounds .
2. A thousand comma separator within the figure is not allowed.
For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.
3. It must be "0" when "NI Category" is "X".
4. It must be greater than "0" when the "Total of Employees and Employers Contributions Payable" field is greater than "32p" for the following NI Category letters: "A", "D", "E", "F", "G", "H", "J", "K", "L", "N", "O", "Q", "R", "S" or "V".
5. It must be greater than "0" when the "Employees Contributions Payable" field is greater than "16p" for the following NI category letters "A", "D", "E", "F", "G", "H", "J", "K", "L", "N", "O", "Q", "R", "S" or "V".

D19 Total NI Contributions Payable 1 : (Mandatory)

Enter here the total NI Contributions payable i.e Total of employee's and employer's payable NI contribution, with reference to NI category table letter 1. This field is mandatory.

Please note the following when you enter the amount :

1. A thousand comma separator within the figure is not allowed.
For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.
2. Negative amounts must be expressed in the appropriate format.
3. It must be "0" when "NI Category" field is "X".
4. For original returns, it must be equal to or greater than the "Employees Contributions Payable" field for the following NI Category letters: "A", "B", "J", "R", "T" or "Q".
5. For original returns, it must be equal to or greater than "0" for the following NI Category letters: "A", "B", "C", "J", "Q", "R", "T" or "W".

D20 Employee NI Contributions Payable 1 : (Mandatory)

Enter here the employee's payable NI contribution, with reference to NI category table letter 1. This field is mandatory.

Please note the following when you enter the amount :

1. A thousand comma separator within the figure is not allowed.
For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.
2. It must be "0" for the following NI Category letters: "C", "W" or "X".
3. For original returns, it must be equal to or less than the "Total of Employees and Employers Contributions Payable" field for the following NI Category letters: "A", "B", "J", "R", "T", or "Q".

D21 SCON 1 : (Optional)

Enter here the Scheme Contracted Out Number(SCON), with reference to NI category table letter 1.

Please note the following when you enter the SCON.

1. It must only be completed for each occurrence of the NI Category letters "F", "G", "H", "K", "S", or "V" present within the submission.
2. Character 1 must be alpha with a value of "S".
3. Character 2 must be one of the following values: "0", "1", "2", "4", "6" or "8".
4. Characters 3 - 8 must be numeric.
5. Character 9 must be alpha.

D22 NIC Table Letter 2 : (Optional)

Enter here the employee's NI category table letter 2 if the employee's NI category has changed in the current tax year.

D23 At LEL 2 : (Optional)

Enter here the employee's earnings at the Lower Earnings Limit (LEL) where earnings reach or exceed the LEL with reference to NI category table letter 2.

D24 LEL to ET 2 : (Optional)

Enter here the employee's earnings above Lower Earnings Limit (LEL) upto and including the Earnings Threshold(ET) with reference to NI category table letter 2.

D25 ET to UEL 2 : (Optional)

Enter here the employee's earnings above Earnings Threshold (ET) upto and including the Upper Earnings Limit(UEL) with reference to the NI category table letter 2.

D26 Total NI Contributions Payable 2 : (Optional)

Enter here the total NI Contributions payable i.e Total of employee's and employer's payable NI contribution with reference to the NI category table letter 2.

D27 Employee NI Contributions Payable 2 : (Optional)

Enter here the employee's payable NI contribution with reference to the NI category table letter 2.

D28 SCON 2 : (Optional)

Enter here the Scheme Contracted Out Number(SCON) with reference to the NI category table letter 2.

D29 NIC Table Letter 3 : (Optional)

Enter here the employee's NI category table letter 3 if the employee's NI category has been changed again in the current tax year.

D30 At LEL 3 : (Optional)

Enter here the employee's earnings at the Lower Earnings Limit (LEL) where earnings reach or exceed the LEL with reference to NI category table letter 3.

D31 LEL to ET 3 : (Optional)

Enter here the employee's earnings above Lower Earnings Limit (LEL) upto and including the Earnings Threshold(ET) with reference to the NI category table letter 3.

D32 ET to UEL 3 : (Optional)

Enter here the employee's earnings above Earnings Threshold (ET) upto and including the Upper Earnings Limit(UEL) with reference to the NI category table letter 3.

D33 Total NI Contributions Payable 3 : (Optional)

Enter here the total NI Contributions payable i.e Total of employee's and employer's payable NI contribution with reference to the NI category table letter 3.

D34 Employee NI Contributions Payable 3 : (Optional)

Enter here the employee's payable NI contribution with reference to the NI category table letter 3.

D35 SCON 3 : (Optional)

Enter here the Scheme Contracted Out Number(SCON) with reference to the NI category table letter 3.

D36 NIC Table Letter 4 : (Optional)

Enter here the employee's NI category table letter 4 if the employee's NI category has been changed again in the current tax year.

D37 At LEL 4 : (Optional)

Enter here the employee's earnings at the Lower Earnings Limit (LEL) where earnings reach or exceed the LEL with reference to NI category table letter 4.

D38 LEL to ET 4 : (Optional)

Enter here the employee's earnings above Lower Earnings Limit (LEL) upto and including the Earnings Threshold(ET) with reference to the NI category table letter 4.

D39 ET to UEL 4 : (Optional)

Enter here the employee's earnings above Earnings Threshold (ET) upto and including the Upper Earnings Limit(UEL) with reference to the NI category table letter 4.

D40 Total NI Contributions Payable 4 : (Optional)

Enter here the total NI Contributions payable i.e Total of employee's and employer's payable NI contribution with reference to the NI category table letter 4.

D41 Employee NI Contributions Payable 4 : (Optional)

Enter here the employee's payable NI contribution with reference to the NI category table letter 4.

D42 SCON 4 : (Optional)

Enter here the Scheme Contracted Out Number(SCON) with reference to the NI category table letter 4.

D43 SSP : (Mandatory)

Enter here the Statutory Sick Pay amount, if the employee has received SSP. This field is mandatory. If it is not applicable, leave it blank.

Please note the following when you enter SSP amount :

1. A thousand comma separator within the figure is not allowed.

For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.

D44 SMP : (Mandatory)

Enter here the Statutory Maternity Pay amount if the employee has received SMP. This field is mandatory. If it is not applicable, leave it blank.

Please note the following when you enter SMP amount :

1. A thousand comma separator within the figure is not allowed.

For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.

2. It must be "0" when Gender is Male.

D45 SPP : (Mandatory)

Enter here the Statutory Paternity Pay amount if the employee has received SPP. This field is mandatory. If it is not applicable, leave it blank.

Please note the following when you enter SPP amount :

1. A thousand comma separator within the figure is not allowed.

For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.

D46 SAP : (Mandatory)

Enter here the Statutory Adoption Pay amount if the employee has received SAP. This field is mandatory. If it is not applicable, leave it blank.

Please note the following when you enter SAP amount:

1. A thousand comma separator within the figure is not allowed.

For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.

D47 Pay in previous employment : (Mandatory)

Enter here the employee's pay in the previous employment. This field is mandatory. If it is not applicable, leave it blank.

Please note the following when you enter the amount:

1. A thousand comma separator within the figure is not allowed.

For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.

2. It must be equal to or greater than the "Tax deducted in Previous Employment(s)" field.

D48 Tax deducted in previous employment : (Mandatory)

Enter here the amount of tax deducted for the employee in the previous employment. This field is mandatory. If it is not applicable, leave it blank.

Please note the following when you enter the amount:

1. A thousand comma separator within the figure is not allowed.
For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.
2. Negative amounts must be expressed in the appropriate format.
3. For original returns, it must be equal to or less than the "Pay in previous Employment" field.

D49 Pay in this employment : (Mandatory)

Enter here the employee's pay amount in this employment. This field is mandatory.

Please note the following when you enter the amount:

1. A thousand comma separator within the figure is not allowed.
For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.
2. It must be equal to or greater than the "Tax Deducted in this Employment" field.

D50 Tax deducted in this employment : (Mandatory)

Enter here the amount of tax deducted for the employee in this employment. This field is mandatory.

Please note the following when you enter the amount:

1. A thousand comma separator within the figure is not allowed.
For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.
2. Negative amounts must be expressed in the appropriate format.
3. For original returns, it must be equal to or less than the "Pay in this Employment" field.
4. When "tax deducted in this employment" field is negative, then the "Tax deducted in previous employment" field must be greater than, or equal to the positive value of "tax deducted in this employment" field.

D51 Employment Start date (DD/MM/YYYY) : (Optional)

Enter here the employee's employment Start date.

The date can be in a **YYYY-MM-DD, or DD/MM/YYYY, or DD/MM/YY** format .

D52 Employment End date (DD/MM/YYYY) : (Optional)

Enter here the employee's employment end date if the employee has left the employment in the current tax year.

The date can be in a **YYYY-MM-DD, or DD/MM/YYYY, or DD/MM/YY** format .

D53 Student Loan Deductions : (Mandatory)

Enter here the student loan deductions if any. This field is mandatory. If it is not applicable, leave it blank.

Please note the following when you enter the amount:

1. A thousand comma separator within the figure is not allowed.
For e.g. the figure 1,234.00 is invalid. It should be entered as 1234.00 without the comma.
2. It must be in whole pounds .

D54 Final Tax code : (Optional)

Enter here the employee's existing tax code. Please note that the tax code length should be in between 2 and 7 characters.

Please note the following when you enter the employee's tax code :

1. It must not contain any "spaces" .
2. It must be completed if "Tax deducted in this employment" is non-zero.

D55 Pay Frequency (month/week) : (Optional)

Enter here the employee's pay frequency i.e how frequently is your employee paid.

If your employee is paid on weekly, 2 weekly, 3 weekly or 4 weekly basis enter 'week' or 'W'. If your employee is paid on monthly basis then enter 'month' or 'M'.

D56 Week1/ Month1 Indicator (Yes/No) : (Optional)

If the employee is taxed on a week 1 or month 1 basis, then enter 'Yes' or 'Y' (non-cumulative).

When a code is operated on a week 1 or month 1 basis it is non-cumulative, which means that the employee's 'cumulative' earnings in the year are ignored when calculating the tax; instead tax is calculated only on their earnings in the current pay period. In other words, every time the employee is paid, the tax is calculated as if it were the first pay period of the tax year.

If the employee is taxed on a cumulative basis, then enter 'No' or 'N', or leave it blank. When a code is operated on a cumulative basis, the earnings of the employee in the tax year are summed up and tax is calculated on the total cumulative earnings of the employee.

D57 Week53 Indicator (53/54/56) : (Optional)

If Payment in Week 53 is included in the Pay and Tax totals, put one of the following notations in this field.

- '53' if there were 53 weekly paydays in the year.
- '54' if there were 27 fortnightly paydays in the year.
- '56' if there were 14 four weekly paydays in the year.

D58 Widows and Orphans/Life Assurance Contributions : (Optional)

Enter here the amount of Employee's Widows & Orphans/Life Assurance contributions in this employment. This field is optional.