

National Insurance Contributions (Secondary Class 1 Contributions) Bill

RUNNING LIST OF ALL AMENDMENTS ON REPORT

*Tabled up to and including
17 February 2025*

[Amendments marked ★ are new or have been altered]

Clause 1

BARONESS BARKER
BARONESS KRAMER

Clause 1, page 1, line 1, at end insert –

“(A1) In section 9(1A) of the Social Security Contributions and Benefits Act 1992, after paragraph (aa) insert –

“(ab) if the employer is a specified employer under subsection (1B), the specified employer secondary percentage;”.

(A2) After section 9(1A) of that Act insert –

“(1B) A “specified employer” means –

(a) a person providing a care home service or a domiciliary support service who is regulated under –

(i) Part 1 of the Health and Social Care Act 2008,

(ii) Part 1 of the Regulation and Inspection of Social Care (Wales) Act 2016, or

(iii) Part 5 of the Public Services Reform (Scotland) Act 2010,

(b) a person contracted to provide primary care under the provisions of –

(i) Part 4 of the National Health Service Act 2006,

(ii) Part 4 of the National Health Service (Wales) Act 2006, or

(iii) sections 17J to 17O of the National Health Service (Scotland) Act 1978,

- (c) a person contracted to provide general dental services under the provisions of Part 2 of the National Health Service (General Dental Services) Regulations 1992,
 - (d) a person contracted to provide pharmacy services under the provisions of –
 - (i) Part 7 of the National Health Service Act 2006, or
 - (ii) Part 8 of the NHS (Pharmaceutical and Local Pharmaceutical Services) Regulations 2013, or
 - (e) a charitable provider of health and care,
 - (f) a person providing hospice care whether in a hospice or elsewhere, or
 - (g) a carer to whom section 2(3A) of the National Insurance Contributions Act 2014 applies.
- (1C) For the purposes of this Act, the specified employer secondary percentage is 13.8%.”

Member's explanatory statement

This amendment, together with Baroness Barker's amendments to Clause 2, page 1, line 12, Clause 2, page 1, line 14, and Clause 2, page 1, line 15 provides that care providers, NHS GP practices, NHS commissioned dentists, NHS commissioned pharmacists, charitable providers of health and care, and those providing hospice care would continue to pay contributions at current rates.

BARONESS KRAMER
LORD BRUCE OF BENNACHIE

Clause 1, page 1, line 1, at end insert –

- “(A1) The Social Security Contributions and Benefits Act 1992 is amended as follows.
- (A2) In section 9(1A) after paragraph (aa) insert –
- “(ab) if section 9AA applies to the earnings, the part-time worker secondary percentage;”.
- (A3) After section 9A insert –
- “9AA Part-time worker secondary percentage**
- (1) Where a secondary Class 1 contribution is payable as mentioned in section 6(1)(b), this section applies to the earnings paid in the tax week, in respect of the employment in question, where the earner is a part-time worker.
 - (2) For the purposes of section 9(1A)(ab), the part-time worker secondary percentage is 7.5%.
 - (3) For the purposes of this section, a “part-time worker” has the meaning given in Regulation 2 of the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000.”
- (A4) The Social Security Contributions and Benefits (Northern Ireland) Act 1992 is amended as follows.

- (A5) In section 9(1A) after paragraph (aa) insert –
- “(ab) if section 9AA applies to the earnings, the part-time worker secondary percentage;”
- (A6) After section 9A insert –
- “9AA Part-time worker secondary percentage**
- (1) Where a secondary Class 1 contribution is payable as mentioned in section 6(1)(b), this section applies to the earnings paid in the tax week, in respect of the employment in question, where the earner is a part-time worker.
- (2) For the purposes of section 9(1A)(ab) above, the part-time worker secondary percentage is 7.5%.
- (3) For the purposes of this section, a “part-time worker” has the meaning given in Regulation 2 of the Part-time Workers (Prevention of Less Favourable Treatment) (Northern Ireland) Regulations 2000.””

Member's explanatory statement

This amendment sets a new National Insurance Contributions rate for part-time workers.

BARONESS KRAMER

LORD SHARKEY

Revised version of the amendment to Clause 1, page 1, line 1 printed on 6 February 2025

Clause 1, page 1, line 1, at end insert –

- “(A1) In section 9(1A) of the Social Security Contributions and Benefits Act 1992, after paragraph (aa) insert –
- “(ab) if the employer is a specified employer under subsection (1B), the specified employer secondary percentage;”.
- (A2) After section 9(1A) of that Act insert –
- “(1B) A “specified employer” means –
- (a) a provider of education or childcare to children under five years of age –
- (i) registered in England in the early years register maintained by the Office for Standards in Education, Children’s Services and Skills,
- (ii) registered in Wales with Care Inspectorate Wales, or
- (iii) registered in Scotland with the Scottish Care Inspectorate;
- (b) a university;
- (c) a provider of further or higher education;
- (d) a registered charity;
- (e) a housing association;
- (f) a small or micro business, as defined by section 33 of the Small Business, Enterprise and Employment Act 2015;
- (g) a town council;

- (h) a parish council;
 - (i) a business in the hospitality sector.
- (1C) For the purposes of this Act, the specified employer secondary percentage is 13.8%.”

Member's explanatory statement

This amendment provides that certain specified employers would continue to pay contributions at the current rates. The specified employers include early years settings, universities, charities, and small businesses.

BARONESS NEVILLE-ROLFE

Clause 1, page 1, line 1, at end insert –

- “(A1) In section 9(1A) of the Social Security Contributions and Benefits Act 1992, after paragraph (aa) insert –
- “(ab) if the employer is a specified employer under subsection (1B), the specified employer secondary percentage;”.
- (A2) After section 9(1A) of that Act insert –
- “(1B) A “specified employer” means a charity that has an annual revenue of less than £1 million.
- (1C) For the purposes of this Act, the specified employer secondary percentage is 13.8%.”

Member's explanatory statement

Exemption for small charities: This amendment would exempt charities that have an annual revenue of less than £1 million from the Government's planned increase in employer National Insurance contributions.

BARONESS NEVILLE-ROLFE

Clause 1, page 1, line 1, at end insert –

- “(A1) In section 9(1A) of the Social Security Contributions and Benefits Act 1992, after paragraph (aa) insert –
- “(ab) if the employer is a specified employer under subsection (1B), the specified employer secondary percentage;”.
- (A2) After section 9(1A) of that Act insert –
- “(1B) A “specified employer” means a person providing transport for children with special educational needs and disabilities.
- (1C) For the purposes of this Act, the specified employer secondary percentage is 13.8%.”

Member's explanatory statement

Exemption for SEND transport: This amendment would exempt employers providing transport for children with special educational needs and disabilities from the Government's planned increase in employer National Insurance contributions.

BARONESS NEVILLE-ROLFE

Clause 1, page 1, line 1, at end insert –

“(A1) In section 9(1A) of the Social Security Contributions and Benefits Act 1992, after paragraph (aa) insert –

“(ab) if the employer is a specified employer under subsection (1B), the specified employer secondary percentage;”.

(A2) After section 9(1A) of that Act insert –

“(1B) A “specified employer” means a person providing hospice care whether in a hospice or elsewhere.

(1C) For the purposes of this Act, the specified employer secondary percentage is 13.8%. ””

Member's explanatory statement

Exemption for hospices: This amendment would exempt employers providing hospice care whether in a hospice or elsewhere from the Government's planned increase in employer National Insurance contributions.

BARONESS NEVILLE-ROLFE
LORD ALTRINCHAM

★ Clause 1, page 1, line 1, at end insert –

“(A1) In section 9(1A) of the Social Security Contributions and Benefits Act 1992, after paragraph (aa) insert –

“(ab) if the employer is a specified employer under subsection (1B), the specified employer secondary percentage;”

(A2) After section 9(1A) of that Act insert –

“(1B) A “specified employer” means a person employing an individual who is aged under 25.

(1C) For the purposes of this Act, the specified employer secondary percentage is –

(a) 13.8% in respect of any employees under the age of 25 at the start of the tax year;

(b) 15% in respect of all other employees.””

Member's explanatory statement

Exemption for young people: This amendment would exempt employers of an individual who is aged under 25 from the Government's planned increase in employer National Insurance contributions.

Clause 2

BARONESS BARKER
BARONESS KRAMER

Clause 2, page 1, line 12, after "£96" insert "or,

- (b) for a specified employer under section 9(1B) of the Social Security Contributions and Benefits Act 1992, £175."

Member's explanatory statement

This amendment, together with Baroness Barker's amendments to Clause 1, page 1, line 2, Clause 2, page 1, line 14, and Clause 2, page 1, line 15 exempts care providers, NHS GP practices, NHS commissioned dentists, NHS commissioned pharmacists, charitable providers of health and care, and those providing hospice care from the changes to the threshold.

BARONESS NEVILLE-ROLFE

★ Clause 2, page 1, line 12, after "£96" insert "or,

- (b) for a person employing an individual who is aged under 25, £175."

Member's explanatory statement

Exemption for young people: This amendment would exempt employers of an individual who is aged under 25 from the Government's planned changes to the weekly threshold.

BARONESS NEVILLE-ROLFE

★ Clause 2, page 1, line 12, after "£96" insert "or,

- (b) for a person providing transport for children with special educational needs or disabilities, £175."

Member's explanatory statement

Exemption for SEND Transport: This amendment would exempt employers providing transport for children with special educational needs or disabilities from the Government's planned changes to the weekly threshold.

BARONESS NEVILLE-ROLFE

- ★ Clause 2, page 1, line 12, after “£96” insert “or,
(b) for a person providing hospice care whether in a hospice or elsewhere,
£175.”

Member's explanatory statement

Exemption for hospices: This amendment would exempt employer providing hospice care whether in a hospice or elsewhere from the Government's planned changes to the weekly threshold.

BARONESS NEVILLE-ROLFE

- ★ Clause 2, page 1, line 12, after “£96” insert “or,
(b) for a charity that has an annual revenue of less than £1 million, £175.”

Member's explanatory statement

Exemption for small charities: This amendment would exempt charities that have an annual revenue of less than £1 million from the Government's planned changes to the weekly threshold.

BARONESS BARKER
BARONESS KRAMER

Clause 2, page 1, line 14, after “substitute” insert –

- “(i) for a specified employer under section 9(1B) of the Social Security
Contributions and Benefits Act 1992, £758, and
(ii) in all other cases,”

Member's explanatory statement

This amendment is linked to Baroness Barker's amendments to Clause 1, page 1, line 2, Clause 2, page 1, line 12, and Clause 2, page 1, line 15.

LORD LONDESBOROUGH
BARONESS NEVILLE-ROLFE

Clause 2, page 1, line 14, after “substitute” insert –

- “(i) for businesses and organisations with fewer than 25 full-time
employees, £758, and
(ii) in all other cases,”

Member's explanatory statement

This amendment would maintain the monthly per-employee threshold at which employers become liable to pay national insurance contributions on employees' earnings at £758 for businesses and organisations employing fewer than 25 staff.

BARONESS NEVILLE-ROLFE

- ★ Clause 2, page 1, line 14, after “substitute” insert –
- “(i) for a person employing an individual who is aged under 25, £758, and
 - (ii) in all other cases,”

BARONESS NEVILLE-ROLFE

- ★ Clause 2, page 1, line 14, after “substitute” insert –
- “(i) for a person providing transport for children with special educational needs or disabilities, £758, and
 - (ii) in all other cases,”

Member's explanatory statement

Exemption for SEND Transport: This amendment would exempt employers providing transport for children with special educational needs or disabilities from the Government's planned changes to the monthly threshold.

BARONESS NEVILLE-ROLFE

- ★ Clause 2, page 1, line 14, after “substitute” insert –
- “(i) for a person providing hospice care whether in a hospice or elsewhere, £758, and
 - (ii) in all other cases,”

Member's explanatory statement

Exemption for hospices: This amendment would exempt employer providing hospice care whether in a hospice or elsewhere from the Government's planned changes to the monthly threshold.

BARONESS NEVILLE-ROLFE

- ★ Clause 2, page 1, line 14, after “substitute” insert –
- “(i) for a charity that has an annual revenue of less than £1 million, £758, and
 - (ii) in all other cases,”

Member's explanatory statement

Exemption for small charities: This amendment would exempt charities that have an annual revenue of less than £1 million from the Government's planned changes to the monthly threshold.

BARONESS BARKER
BARONESS KRAMER

Clause 2, page 1, line 15, after “substitute” insert –

- “(i) for a specified employer under section 9(1B) of the Social Security Contributions and Benefits Act 1992 or section 9(1B) of the Social Security Contributions and Benefits (Northern Ireland) Act 1992, £9,100, and
- (ii) in all other cases,”

Member's explanatory statement

This amendment is linked to Baroness Barker's amendments to Clause 1, page 1, line 2, Clause 2, page 1, line 12, and Clause 2, page 1, line 14.

LORD LONDESBOROUGH
BARONESS NEVILLE-ROLFE

Clause 2, page 1, line 15, after “substitute” insert –

- “(i) for businesses and organisations with fewer than 25 full-time employees, £9,100, and
- (ii) in all other cases,”

Member's explanatory statement

This amendment would maintain the annual per-employee threshold at which employers become liable to pay national insurance contributions on employees' earnings at £9,100 for businesses and organisations employing fewer than 25 staff

BARONESS NEVILLE-ROLFE

★ Clause 2, page 1, line 15, after "substitute" insert –

- “(i) for a person employing an individual who is aged under 25, £9,100, and
- (ii) in all other cases,”

Member's explanatory statement

Exemption for young people: This amendment would exempt employers of an individual who is aged under 25 from the Government's planned changes to the annual threshold.

BARONESS NEVILLE-ROLFE

★ Clause 2, page 1, line 15, after "substitute" insert –

- “(i) for a person providing transport for children with special educational needs or disabilities, £9,100, and
- (ii) in all other cases,”

Member's explanatory statement

Exemption for SEND Transport: This amendment would exempt employers providing transport for children with special educational needs or disabilities from the Government's planned changes to the annual threshold.

BARONESS NEVILLE-ROLFE

- ★ Clause 2, page 1, line 15, after "substitute" insert –
- “(i) for a person providing hospice care whether in a hospice or elsewhere, £9,100, and
 - (ii) in all other cases,”

Member's explanatory statement

Exemption for hospices: This amendment would exempt employer providing hospice care whether in a hospice or elsewhere from the Government's planned changes to the annual threshold.

BARONESS NEVILLE-ROLFE

- ★ Clause 2, page 1, line 15, after "substitute" insert –
- “(i) for a charity that has an annual revenue of less than £1 million, £9,100, and
 - (ii) in all other cases,”

Member's explanatory statement

Exemption for small charities: This amendment would exempt charities that have an annual revenue of less than £1 million from the Government's planned changes to the annual threshold.

LORD LONDESBOROUGH

- ★ Clause 2, page 1, line 15, at end insert –
- (c) in sub-paragraph (c), before “figure”, insert “appropriate”.

Member's explanatory statement

This amendment is linked to others in the name of Lord Londesborough, which seek to maintain the existing annual per-employee threshold at which employers become liable to pay national insurance contributions on employees' earnings for businesses and organisations employing fewer than 25 staff.

LORD LONDESBOROUGH

- ★ Clause 2, page 1, line 15, at end insert –
- (c) in sub-paragraph (d), before “figure”, insert “appropriate”

Member's explanatory statement

This amendment is linked to others in the name of Lord Londesborough, which seek to maintain the existing annual per-employee threshold at which employers become liable to pay national insurance contributions on employees' earnings for businesses and organisations employing fewer than 25 staff.

LORD LONDESBOROUGH

★ Clause 2, page 1, line 15, at end insert –

(c) in sub-paragraph (e), before “figure”, insert “appropriate.”

Member's explanatory statement

This amendment is linked to others in the name of Lord Londesborough, which seek to maintain the existing annual per-employee threshold at which employers become liable to pay national insurance contributions on employees' earnings for businesses and organisations employing fewer than 25 staff.

Clause 3

BARONESS NEVILLE-ROLFE

★ Clause 3, page 1, line 20, at end insert –

“(2A) At end of section 1(2)(b), insert “or,

(c) for an employer in the early years sector, £20,000.”

Member's explanatory statement

This amendment, and another in the name of Baroness Neville-Rolfe to this Clause, would increase the employment allowance for employers in the early years sector from £10,500 to £20,000.

BARONESS NEVILLE-ROLFE

★ Clause 3, page 1, line 20, at end insert –

“(2A) At end of section 1(2)(b), insert “or,

(c) for an employer in the farming sector, £20,000.”

Member's explanatory statement

This amendment, and another in the name of Baroness Neville-Rolfe to this Clause, would increase the employment allowance for farms from £10,500 to £20,000.

BARONESS NEVILLE-ROLFE

- ★ Clause 3, page 1, line 20, at end insert –
- “(2A) At end of section 1(2)(b), insert “or,
(c) for a charity, £20,000.””

Member's explanatory statement

This amendment would increase the employment allowance for charities from £10,500 to £20,000.

After Clause 3

BARONESS KRAMER
LORD BRUCE OF BENNACHIE

After Clause 3, insert the following new Clause –

“Review of effect on SMEs, hospitality, tourism and seasonal workers

- (1) The Chancellor of the Exchequer must, within six months of the passing of this Act, lay before Parliament a review of the impact of the measures contained in this Act.
- (2) The review must consider in particular –
 - (a) the impact of those measures on the finances and staffing of small and medium sized businesses;
 - (b) the impact of those measures on the finances and staffing of small and medium sized businesses in the hospitality and tourism sector;
 - (c) the impact of those measures on sectors who rely on seasonal workers.
- (3) In this section, “small and medium sized businesses” means any business which has an average headcount of staff of less than 250 in the tax year 2023-24.”

Member's explanatory statement

This new clause would require the Government to produce an impact assessment of the effect of the Act on SMEs, hospitality, tourism and seasonal workers and on the sectors relying on seasonal workers.

BARONESS NEVILLE-ROLFE

After Clause 3, insert the following new Clause –

“Review of effect on economic growth

The Chancellor of the Exchequer must, within six months of the day on which this Act is passed, lay before Parliament a review of the impact of the measures contained in this Act on the rate of economic growth in the United Kingdom.”

Member's explanatory statement

This amendment would require a review of the impact of the measures in this Act on economic growth within six months of the day on which it is passed.

BARONESS NEVILLE-ROLFE
BARONESS NOAKES
LORD LONDESBOROUGH

After Clause 3, insert the following new Clause –

“Review of effect on certain sectors

- (1) The Chancellor of the Exchequer must, within six months of the day on which the Act is passed, lay before Parliament a review of the impact of the measures contained in this Act on the persons and sectors in subsection (2).
- (2) The review must consider the impact on –
 - (a) charities;
 - (b) creative industries;
 - (c) dentists;
 - (d) early years providers;
 - (e) farms;
 - (f) general practitioners;
 - (g) hospices;
 - (h) hospitality;
 - (i) pharmacies;
 - (j) retail;
 - (k) small businesses;
 - (l) social care;
 - (m) universities.”

Member's explanatory statement

This amendment would require a review of the impact of the measures in this Act on certain sectors within six months of the day on which it is passed.

BARONESS NOAKES
BARONESS NEVILLE-ROLFE

After Clause 3, insert the following new Clause –

“Exemptions

- (1) The Treasury may by regulations specify that specified categories of person shall be exempt from the changes to secondary Class 1 contributions made by this Act.
- (2) The categories of person exempted by regulations may be defined by the activities which they carry out, their size, their legal status or in any other way that the Treasury considers appropriate.”

LORD BRUCE OF BENNACHIE

After Clause 3, insert the following new Clause—

“Report: impact of this Act on public sector employers in Scotland

- (1) The Secretary of State must, within six months of the day on which this Act is passed, lay before Parliament a report on the impact of this Act on public sector employers in Scotland.
- (2) The report under subsection (1) must include consideration of—
 - (a) the cost of changes made by this Act for public sector employers in Scotland,
 - (b) the impact of the application of the Barnett formula in the context of the changes made by this Act, and
 - (c) the potential discrepancy between support available to public sector employers in England and Scotland in relation to changes made by this Act.”

Member's explanatory statement

This amendment seeks to probe the affordability of the changes made by this Act for public sector employers in Scotland, and whether the Government plans to provide any additional support for public sector employers in Scotland as they have committed to do in England.

National Insurance Contributions (Secondary Class 1 Contributions) Bill

RUNNING LIST OF ALL AMENDMENTS ON REPORT

*Tabled up to and including
17 February 2025*

17 February 2025

PUBLISHED BY AUTHORITY OF THE HOUSE OF LORDS