

### **20.05.21 – Employer’s National Insurance relief for employing veterans**

From April 2021, employers will be able to claim Employer’s National Insurance relief for every veteran they employ, for a period of 12 months from the first day of their employment.

#### **Qualifying Employees**

A veteran is defined as a person who has served in the armed forces for at least one day, including anyone who has completed at least one day of basic training. The relief is available to all employers of veterans, irrespective of when they left the armed forces, as long as they have not previously been employed in a civilian capacity.

Employers must check to confirm eligibility (based on certain documents provided by the employee), and keep records showing the first date of employment as per the employment contract.

#### **Qualifying Employments**

Any civilian employment qualifies, including employments with organisations that may have strong links with the Armed Forces.

Self-employed businesses do not qualify, as the self-employed do not pay Class 1 National Insurance.

If the employment started prior to 6<sup>th</sup> April 2021, relief can only be claimed from 6<sup>th</sup> April until 12 months after the employment start date.

#### **Relief Limits**

Relief is limited to earnings up to the secondary threshold.

#### **How to claim**

Employers will need to pay the National Insurance over to HMRC as normal during the 2021/22 tax year. A facility will be made available in April 2022 to enable employers to claim a refund. In order to claim, employers will need to be able to identify the relevant employees, and demonstrate that they have confirmed eligibility.

#### **Further information**

For further information please see the following page on Gov.uk:

[National Insurance contributions relief for employers who hire veterans - GOV.UK  
\(www.gov.uk\)](https://www.gov.uk/national-insurance-relief-for-employers-who-hire-veterans)