

# United Kingdom cartridge base functionality

Functionality	Description
<b>BASE</b>	
Emergency tax	Emergency tax withholdings
Gross pay	Gross earnings of employee
NIC contribution base	Gross earnings base value used for NIC calculations
NIC Handling	Generic handling of NIC tables
NIC Rebates	Handling of NIC rebates
PILOH	Payment in lieu of holiday
PILON	Payment in lieu of notice
Change interval	Gross earnings in case of a change of the pay interval
PAYE	PAYE system
Statutory redundancy	Calculates the payment for termination of employment because of redundancy
Basic salary	Contractual salary paid at a known frequency
Seniority (Length of service)	Continuous work within the employer
Tax allowances and tax codes	tax allowances due against that employee's pay
Tax Credit	WFTC and DWA disability allowances
Termination payment	Calculates the payment at the end of employment contract for any reason
Taxable gross	Taxable gross pay calculation
Taxable gross (cumulative basis)	Cumulative scheme taxable gross
Taxable gross (non-cumulative basis)	Non-cumulative scheme taxable gross
<b>OVERTIME</b>	
Bank holiday overtime	Payment of overtime hours performed on bank holidays
Night work overtime	Payment of overtime hours performed at night
Regular overtime	Payment of regular overtime hours
Week-end overtime	Payment of overtime hours performed on week-ends
<b>BENEFITS/DEDUCTIONS</b>	
Student loans (SLD)	Student loan deductions
Pension schemes	ER/EE pension scheme contributions
Additional pension schemes	Governmental additional pension scheme
Private pension schemes	Non-state pension plan programs
<b>LEAVES OF ABSENCE</b>	
Paid absences	Handling of paid absences
Unjustified absences totalling	Cumulation of unjustified absence days
Unpaid absences totalling	Cumulation of unpaid absence days
Unpaid absences adjustments	Adjustments of unpaid absence days
Accident leave indemnities (SSP)	Compensation of accidents (SSP)
Annual leave entitlement	Compensation of annual leave

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Functionality	Description
Additional maternity leave	Additional maternity leave handling
Compulsory maternity leave	Compulsory maternity leave handling
Ordinary maternity leave	Ordinary maternity leave handling
Statutory maternity pay (SMP)	Statutory maternity pay (SMP) handling
Parental leave	Parental leave handling
Paternity leave	Paternity leave handling
Paternity pay scheme (PPS)	Paternity pay scheme (PPS) handling
Sick leave	Sick leave handling
Statutory sick pay (SSP)	Statutory sick pay (SSP) handling
Occupational sick pay (OSP)	Occupational sick pay (OSP) handling
LEGISLATION	
Earnings limit	National Insurance rates and Earnings limits 2002/2003
Lower earnings limit	NIC Lower Earnings Limit
Earnings threshold	Earnings threshold
Monthly chart	Monthly schedule and payroll period numbers
Weekly chart	Weekly schedule and payroll period numbers
Weekly eligibility determination	Weekly eligibility to pay
Periods of incapacity of work (PIW)	Periods of incapacity of work
Qualifying periods	Miscellaneous leave qualifying period calculations
Qualifying period minimas	Minimum worked weeks before the Qualifying week
SMP high rate	High rate of SMP
SMP lower rate	Lower rate of Statutory Maternity Pay
SSP daily rate	The daily rates for SSP in reference to the number of qualifying days
SSP pay period entitlement	SSP pay period entitlement
SSP weekly rate	Weekly rate for SSP
NIC COVERAGE	
Class 1	
Director	
Table A/Adjustment M	(Monthly)
Table A/Adjustment W	(Weekly)
Table A/M	(Monthly)
Table A/W	(Weekly)
Table B	
Table SLD	(Student loan deductions)
Table SR	