

P11D and Benefits in Kind Explainer

£ PayToolkit

What your employer reports to HMRC, how it changes your tax, and what Class 1A costs them

2026/27 EDITION · P11D DUE 6 JULY · CLASS 1A 15%

A P11D is the form your employer files with HMRC after each tax year (ending 5 April) listing taxable benefits and expenses that were not run through payroll. You should get a copy of the figures by 6 July. Benefits that are payrolled do not go on a P11D.

1. Common benefits and how they are valued

Benefit	How it is taxed
Company car	List price multiplied by a percentage set by CO2 emissions or electric range. Fully electric cars are 4% in 2026/27 and the rate rises in later years.
Private medical insurance	The cost to your employer of providing it.
Fuel for private use in a company car	A fixed figure multiplied by the same car percentage.
Beneficial loans	Taxable only if the loans total more than £10,000 at any point in the year.
Most other benefits	The cash equivalent or cost to your employer, less anything you pay towards it.

Usually not taxable: employer pension contributions, trivial benefits up to £50 each (not cash, and not a reward for work), and an annual staff party up to £150 a head.

2. Worked example: £30,000 electric company car, 2026/27

Step	Amount
Taxable benefit: £30,000 x 4%	£1,200 a year
Your tax at 20% (basic rate)	£240 a year, about £20 a month
Your tax at 40% (higher rate)	£480 a year, about £40 a month
Employer Class 1A NI: £1,200 x 15%	£180 a year

The tax is normally collected by reducing your tax code, not as a separate bill. Check your code in spring if you have a benefit.

Key dates

- 6 July: your employer gives you a copy of the P11D figures and files with HMRC
- 22 July: Class 1A NI due if paid electronically (19 July for cheques)
- If a figure looks wrong, tell your employer: they correct it and send HMRC an amended form
- Ask whether your benefits are payrolled: if so there is no P11D, and tax comes off through the year

This document is general information, not tax advice. Figures are for the 2026/27 tax year and can change: always check GOV.UK for your own situation. Full guide: paytoolkit.co.uk/downloads/p11d-benefits-in-kind-explainer/