



# Payroll Legislation & Product Changes

**2026-27 tax year**



**Payroll Legislation & Product Changes guide**  
**2026-27 tax year**  
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One Central Boulevard  
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Shirley  
Solihull  
England  
B90 8BG



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# Contents

<b>Introduction.....</b>	<b>4</b>
Audience.....	5
Pegasus Help Centre.....	5
Readme/Release Notes.....	5
Online Filing Manager.....	5
Pegasus Scheduler.....	5
<b>Statutory Sick Pay (SSP) .....</b>	<b>6</b>
Summary.....	6
<b>Statutory Parental Bereavement Pay (Northern Ireland) or "SPBP (NI)" for short .....</b>	<b>7</b>
Summary.....	7
Software Changes.....	8
FPS, EPS and NVR Changes.....	9
<b>Employer Substitute Forms P60 .....</b>	<b>9</b>
Summary.....	9
Software Changes.....	9
<b>Other Software Changes .....</b>	<b>10</b>
MS Graph.....	10
Payroll Processing Form.....	10
Auto enrolment changes.....	10
Statutory rates.....	10
<b>General Maintenance .....</b>	<b>10</b>

## Introduction

This release includes the payroll statutory changes for the 2026-26 tax year-end and the new 2026-27 tax year.

Product	Version	Updates
Pegasus Opera 3 / Pegasus Opera 3 SQL SE	3.02.00	There is no upgrade to Online Filing Manager this year. Therefore, you should continue to use Online Filing Manager (4.01.00) to send RTI (Real Time Information) submissions to HMRC (HM Revenue & Customs).
Pegasus Scheduler	2.22.00	Introduction of MS Graph

## Audience

This guide is provided for Pegasus Partners and customers who need to understand the changes in the new tax year.

## Pegasus Help Centre

These guides are available from the Pegasus Help Centre [docs.pegasus.co.uk](https://docs.pegasus.co.uk).

<a href="#">Rates and Bands guide</a>	This guide explains the new rates and bands for NI, PAYE and Statutory Payments for the new tax year.
<a href="#">Installation guide</a>	If you are unfamiliar with the installations, you should refer to the Pegasus Opera 3 (3.02.00) installation guide.
<a href="#">Implementation guide</a>	This guide provides a high-level view of Pegasus Opera 3 and how to approach an implementation.
<a href="#">Software Requirements guide</a>	This guide lists the editions of Microsoft Office, Microsoft SQL Server, Microsoft Windows Server, Microsoft Windows desktop, web browsers and Microsoft .NET supported for Pegasus Opera 3 (3.02.00).
<a href="#">Opera 3 Help</a>	The F1 Help is installed with Pegasus Opera 3 and published to the Pegasus Help Centre.

## Readme/Release Notes

The Readme or Release Notes are installed with the application. This includes a summary of the payroll changes, details of other non-payroll changes and late-breaking news.

## Online Filing Manager

There is no upgrade to Online Filing Manager this year. Continue to use your existing Online Filing Manager software to send your RTI submissions to HMRC. For new installations of Pegasus Opera 3, you must also install Online Filing Manager - included with the Opera 3 installation files download.

## Pegasus Scheduler

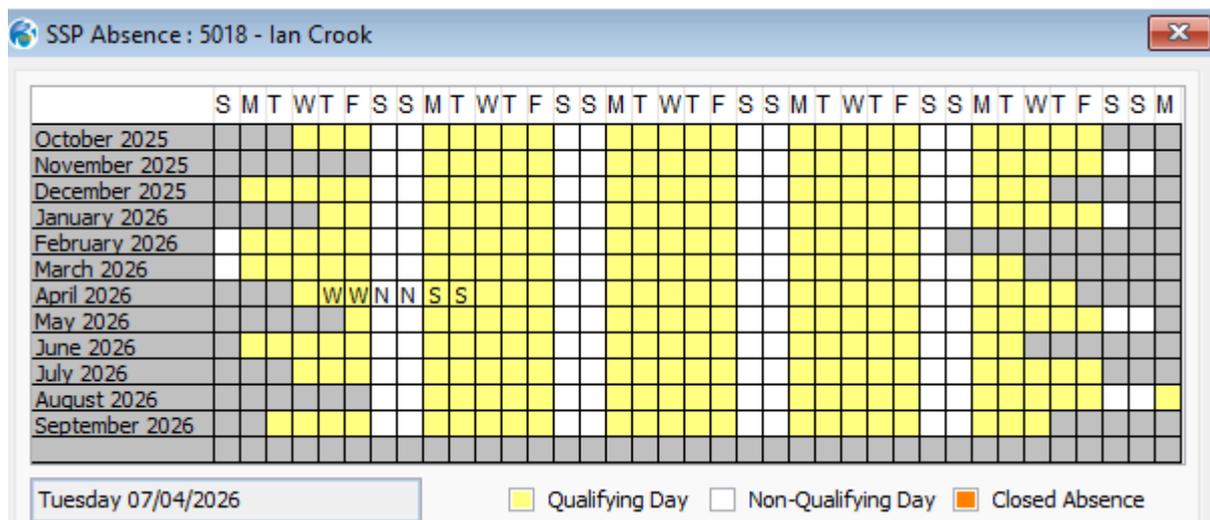
There is an upgrade to Pegasus Scheduler this year (2.22.00) to incorporate MS Graph functionality that provides an alternative to SMTP which uses Basic Auth. It is expected that Microsoft will deprecate Basic Auth during 2026.

## Statutory Sick Pay (SSP)

<b>Applies to</b>	All employers
<b>Effective</b>	6 <sup>th</sup> April 2026
<b>More information</b>	Employment Rights Act (2025) <a href="https://www.legislation.gov.uk/ukpga/2025/36/enacted">https://www.legislation.gov.uk/ukpga/2025/36/enacted</a>

### Summary

Statutory Sick Pay is now payable from the first day of sickness and an employee's entitlement to SSP no longer depends on them having average earnings at least equal to the Lower Earnings Limit (LEL).



Employees are to be paid the lower of the flat rate (£123.25 pw for 2026/27) or 80% of their average earnings.

Employees who are in receipt of SSP prior to 6th of April 2026 and continue to claim on 6th of April as part of the same, or linked, PIW will be paid at the 2026/27 flat rate from 6th of April onwards until they return to work (or their SSP entitlement expires) regardless of whether their entitlement would be lower under the 80% rule.

Waiting days accumulated prior to 6th of April 2026 remain effective so for an employee experiencing a PIW on 04th April 2026 and 05th of April 2026, those two days will still count a waiting days with no SSP payable (unless they are linked to a prior PIW) however 06th of April 2026 will be payable even if it is only the third day of the absence.

# Statutory Parental Bereavement Pay (Northern Ireland) or "SPBP (NI)" for short

<b>Applies to</b>	Employees who reside in Northern Ireland.
<b>Effective</b>	6 <sup>th</sup> April 2026

## Summary

The Northern Ireland Assembly has passed legislation with provisions similar to - although not quite the same as - those that came into effect in England, Wales and Scotland ("GB") in 2020 with respect to supporting bereaved parents.

The key differences between SPBP in Northern Ireland and SPBP in the rest of the UK are:

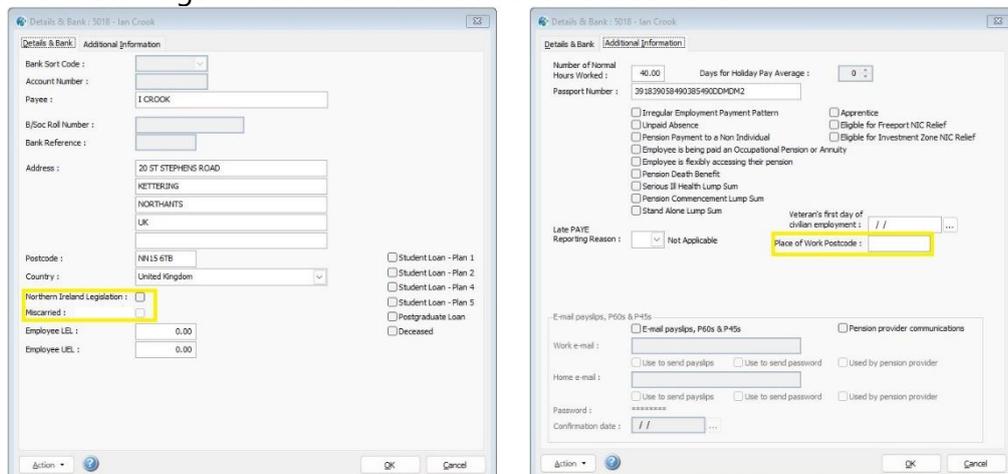
- Access to parental bereavement pay as a Day 1 right in the cases of stillbirth and child death, thereby removing the 26-week continuous employment criterion which continues to apply in the rest of the UK.
- Inclusion of miscarriage (up to 24 weeks) as part of the bereavement provision, also available from the first day of employment.

The Miscarriage element of the bereavement payment and the Day 1 right for parental bereavement payments apply only to claimants gainfully employed in Northern Ireland and on whose behalf an employer makes Class 1 National Insurance Contributions.

Payments made under the distinct elements of the Northern Ireland entitlement for miscarriage payments in Northern Ireland and the Day 1 right for parental bereavement payments are reported on and accounted for separately to those made under the GB rules.

The place of work postcode must be supplied if the FPS for each employee for whom a claim is made under this legislation. That information can be entered in the *Details & Bank* form under Payroll Processing.

The miscarriage indicator can also be set on the same form.



## Software Changes

Opera 3 Payroll manages SPBP (NI) payments by the use of a Payment Profile type.

Payment Profile : 023 - NEW PAY

General List

Payment Code: 023 Description: SPBP NI

Type: Y SPBP NI

- T SMP Top-up
- J ShPP Birth
- K ShPP Adopt
- B Benefit in Kind
- U SPBP
- Q SNCP
- Y SPBP NI

Balance Description: Y SPBP NI

Auto Align: 1 Permanent

Balance Number: 0

Last Modified Date: //

Mask NL Code

Retain Units

Taxable

NI'able

Class 1A NI'able

Pensionable

Ho'able

Attachable

Auto Enrolment

PWX Timesheets

Flexible Pension

The PAYE, NI & Statutory Payments form includes fields to record the earnings related percentage rate and the standard rate for SPBP NI. These are updated automatically along with the other statutory payment rates.

NIC Compensation % SER: 8.50 Employee Notification Days: 28

Use Minimum Value:  Relevant Period: 8

Any Day MPP Start:

SHPP

Earnings Related % Rate: 90.00

Standard Rate: 194.32

SNCP

Earnings Related % Rate: 90.00

Standard Rate: 194.32

SAP

Earnings Related % Rate: 90.00

Standard Rate: 194.32

Weeks for Adoption Pay Period: 39

Weeks for Earliest APP Start: 2

SPBP NI

Earnings Related % Rate: 90.00

Standard Rate: 194.32

SPBP

Earnings Related % Rate: 90.00

Standard Rate: 194.32

OK Cancel

A number of Payroll and Personnel forms and reports as well as the FPS and EPS submissions all now include details for SPBP (NI).

In addition to the SPBP (NI) changes, the Payroll Processing form's list page can now be sorted by Department.

## FPS, EPS and NVR Changes

<b>Applies to</b>	All employers
<b>Effective</b>	6 <sup>th</sup> April 2026

The usual year-on-year uplift changes will be required with the following additions:

### FPS

- Value of Statutory Parental Bereavement Pay (NI) to date and associated information

### EPS

- Value of Statutory Parental Bereavement Pay (NI) recovered year to date
- Value of NIC compensation on Statutory Parental Bereavement Pay (NI) year to date
- Removal of "de minimis" state aid declaration

### NVR

**The NVR service was withdrawn by HMRC, temporarily, in February 2025. No date has been given for its reinstatement.**

The Calculation and Payroll forms no longer suggest using this service.

## Employer Substitute Forms P60

<b>Applies to</b>	Employers and employees
<b>Effective</b>	6 <sup>th</sup> April 2026
<b>More information</b>	For details about, visit <a href="https://www.gov.uk/government/publications/payee-draft-forms-specifications-for-substitute-forms-p60">https://www.gov.uk/government/publications/payee-draft-forms-specifications-for-substitute-forms-p60</a>

### Summary

The Form P60 is an annual tax form issued to taxpayers at the end of a relevant tax year. It contains exact information about the earnings, the PAYE and NICs paid during the specified tax year.

### Software Changes

The following change has been made for 2026/27 tax year:

- The Tax year has been updated to 2026
- An SNCP box has been provided

## Other Software Changes

### MS Graph

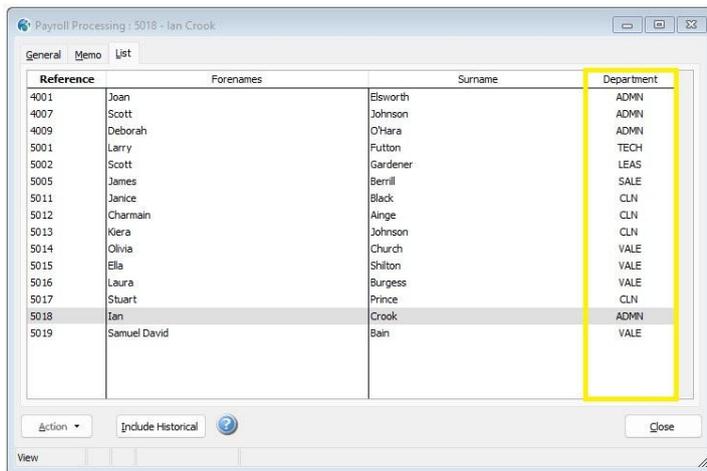
Because of the expected deprecation of SMTP within 2026, we have provided the ability to use MS Graph to authenticate communication. This requires setup in

- Scheduler settings (Opera 3, Opera 3 SQL)
- SAM (Opera 3 SQL SE)

Please refer to the Help file for the relevant product for further information.

### Payroll Processing Form

The grid on the Payroll Processing form can now be sorted by Department.



Reference	Forenames	Surname	Department
4001	Joan	Elsworth	ADMN
4007	Scott	Johnson	ADMN
4009	Deborah	O'Hara	ADMN
5001	Larry	Fulton	TECH
5002	Scott	Gardener	LEAS
5005	James	Berrill	SALE
5011	Janice	Black	CLN
5012	Charmain	Ainge	CLN
5013	Kiera	Johnson	CLN
5014	Olivia	Church	VALE
5015	Ella	Shilton	VALE
5016	Laura	Burgess	VALE
5017	Stuart	Prince	CLN
5018	Ian	Crook	ADMN
5019	Samuel David	Bain	VALE

### Auto enrolment changes

The Pensions Regulator has announced that there will be no changes to the auto enrolment rates or thresholds for 2026/27.

### Statutory rates

The confirmed changes to tax bands, NI settings, Statutory payments (SSP, SMP, etc) and Student Loan thresholds have been implemented in readiness for the 2026/27 tax year, including for Scottish and Welsh tax bands.

### General Maintenance

The release includes some general maintenance. For a full list of corrected defects, please go to the Infor Support Portal.

<https://support.infor.com/allogin/allogin.aspx>