



IMPACT OF THE BUDGET

APRIL 2025

Business Rates Relief is reducing

Retailers in England* are likely to see their business rates Bills increase due to the reduction in Retail, Hospitality and Leisure (RHL) relief **from 75% to 40%**.

2024

Store with a rateable value of
£25,000



Apply the small business rate
multiplier
(£25,000 x 0.499)



Apply the RHL relief
(75% reduction)



Previous rates payable:
£3,118

2025

Store with a rateable value of
£25,000



Apply the small business rate
multiplier
(£25,000 x 0.499)



Apply the RHL relief
(40% reduction)



New rates payable:
£7,485

Quick way to estimate your new rates bill:

If your rateable value (RV) is under
£51,000:

Your RV x 0.2994

If your rateable value (RV) is over
£51,000:

Your RV x 0.3276

More information:

[Business Rate Relief](#)
[Find a Business Rates Valuation](#)
[Calculate Business Rates](#)

Employer NICs likely to increase

From **6 April 2025**, the NICs rate paid by employers will **increase from 13.8% to 15%**.

The point at which employers begin paying NICs (secondary threshold) will be **reduced from £9,100 a year (£175 a week) to £5,000 a year (£96.15 a week)**

For a typical store (nine colleagues, 196 total paid hours per week), these changes will mean an increase in their annual Employer NICs bill from £8,170 per year to £12,606 per year (before the Employment Allowance).

HOWEVER, this can be offset by the increase in the Employment Allowance (see next slide)

More information:

[Employer National Insurance Rates](#)

Claim your Employment Allowance

The annual Employment Allowance is increasing from
£5,000 to £10,500*.

You must actively claim this.

The smallest businesses (those with fewer than seven full time equivalent employees) may see their overall Employer National Insurance bill fall due to the higher Employment Allowance.

More information: [How to Claim Employment Allowance](#)

You can claim Employment Allowance for the previous four years

Minimum Wage Rates are increasing

The National Living Wage and National Minimum Wage **increases** from 1 April 2025

	21+	18-20	Under 18	Apprentice
Apr 24 – Mar 25	£11.44	£8.60	£6.40	£6.40
Apr 25 – Mar 26	£12.21	£10.00	£7.55	£7.55

More information:
[National Living Wage Rates](#)

Key Changes for the Convenience Sector: April 2025

BUSINESS RATES

*Retail and hospitality rate relief
reduced from 75% to 40%*

**Cost to convenience sector:
£267m (+£68m)**

NATIONAL INSURANCE

Employers' NICs to rise to 15%

*Employers' NICs threshold to fall to
£5,000 per year*

*Employment Allowance to rise to
£10,500 a year*

**Net cost to convenience sector:
£397m (+£85m)**

WAGE RATES

NLW increase to £12.21p/h

*NMW (18-20 rate) increase to
£10p/h*

**Cost to convenience sector:
£7.7bn (+£513m)**

Total cost of main announcements (year-on-year): £666m