

Tax-on-tax Rates for Primary Employment

1.

Tax-on-tax arises in the following instances:

- i. When an employer or any other person settles income tax liability of an employee, without being deducted from his salary,
- ii. Reimbursement by the employer of Income Tax already deducted from employee's salary.

Use below information tax-on-tax where applicable, in respect of the tax liability is computed on monthly remuneration of employee for any month in the year of assessment. Tax payable by the employer can be directly obtained by applying the using below information.

Tax-on-tax for Monthly gains and Profits from primary Employment

Monthly Remuneration (Rs.)	Tax payable by Employer (Rs.)	---	---
0-150,000	Relief from Tax		
150,001-228,333	(Monthly Remuneration * 6.38%)-9,570		
228,334-262,500	(Monthly Remuneration * 21.95%)-45,119		
262,501-294,167	(Monthly Remuneration * 31.58%) – 70,398		
294,168-323,333	(Monthly Remuneration * 42.86%) - 103,580		
323,334 and above	(Monthly Remuneration * 56.25%) - 146,875		

Example 01

Mr. De Silva, a resident employee works in a private institution. His monthly gross remuneration for the month of April 2025 was Rs. 300,000/-. His employer has undertaken to pay his tax without deducting from his remuneration. Computation of tax payable by the employer is as follows: -

Mr. De Silva's monthly remuneration, Rs. 300,000, falls within the range of Rs. 294,168- 323,333

Applying the corresponding equation; = (Monthly Remuneration * 42.86%) 103,580

$$=(300,000*42.86\%)-103,580$$

$$=128,580-103,580=25,000/-$$

Tax payable by the employer is Rs. 25,000/-

2.

for computing tax-on-tax where applicable, in respect of the tax liability of employee is computed on cumulative basis for the year of assessment. Determine the Estimated Gross Aggregate Remunerations (EGAR) for lump-sum payments as per the Tax Table No. 02 or Terminal Benefits under normal Rates as per Tax Table No. 03, by following the instructions given under such tables as applicable to your case.

Cumulative Tax-on-tax Table for Lump-sum Payments or Terminal Benefits (under Normal Rates) from Employment

Estimated Gross Aggregate Remunerations (EGAR) / Terminal Benefits for the Y/A (Rs.)
Amount of Tax Deductible (Rs.) --- --- If D is equal or less than 1,800,000 Nil If D is in between 1,800,001 and 2,740,000 (D×6.38%)-[(114,840+ Aggregate of monthly tax deducted on A, as per Table 6. 1 + Aggregate of monthly tax deductible on B, as per Table 6. 1) + Tax deducted previously on Lump-sum payments, if any, as per Table 6. 1] If D is in between 2,740,001 and 3,150,000 (D×21.95%)-[(541,430+ Aggregate of monthly tax deducted on A, as per Table 6. 1 + Aggregate of monthly tax deductible on B, as per Table 6. 1) + Tax deducted previously on Lump-sum payments, if any, as per Table 6. 1] If D is in between 3,150,001 and 3,530,000 (D x 31.58%) [(844,770 + Aggregate of monthly tax deducted on A, as per Table 6. 1 + Aggregate of monthly tax deductible on B, as per Table 6. 1) + Tax deducted previously on Lump-sum payments, if any, as per Table 6. 1] If D is in between 3,530,001 and 3,880,000 (D x 42.86%)-[(1,247,958 + Aggregate of monthly tax deducted on A, as per Table 6. 1 + Aggregate of monthly tax deductible on B, as per Table 6. 1) + Tax deducted previously on Lump-sum payments, if any, as per Table 6. 1] If D is more than 3,880,000 (D×56.25%)-[(1,762,500+ Aggregate of monthly tax deducted on A, as per Table 6. 1 + Aggregate of monthly tax deductible on B, as per Table 6. 1) + Tax deducted previously on Lump-sum payments, if any, as per Table 6. 1]

Example 02

Mr. Dayananda who is a resident employee of a private institution, will receive a bonus of Rs. 600,000. 00 in April, 2025. His monthly regular profits and gains from employment (including non-cash benefits) is Rs 180,000. 00. (Hint: The amount of monthly earnings of Mr. Dayananda remains unchanged for the year of assessment)

Tax liability on the bonus including tax-on-tax should be computed as follows:

Please note that the tax deductible on monthly remunerations should be computed using Tax Table 6. 1, separately. Computation of tax deductible on the bonus to be paid in April, 2025

Step 01 - Computation of Estimated Gross Aggregate Remunerations during the Year of Assessment (Y/A) 2025/2026

Assessment (Y/A) 2025/2026	Rs.
Gross aggregate monthly remunerations already paid during the Y/A 2025/2026 (Monthly remuneration of April, 2025, i. e. Rs. 180,000 x 1)	=(A): 180,000
Gross aggregate monthly remunerations payable during the Y/A 2025/2026 (Monthly remuneration payable for May, 2025-March, 2026, i. e. Rs. 180,000 x 11)	=(B): 1,980,000
Gross aggregate Lump-sum payments already made, being made now, & payable during the Y/A 2025/2026 (Amount of bonus to be received in April, 2025, i. e. Rs. 600,000)	= (C): 600,000
Estimated Gross Aggregate Remunerations EGAR (paid and payable) during the Y/A 2025/2026	= (D): 2,760,000

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Step 02-Computation of tax deductible on Lump-sum payment in April, 2025

As the EGAR or D falls in between Rs. 2,740,001 and 3,150,000, the following formula should be applied in computing the amount of tax deductible in April, 2025 on the incentive;

$(v \times 21.95\%) - [(541,430 + \text{Aggregate of monthly tax deducted on A, as per Table 6. 1}) + (\text{Aggregate of monthly tax deductible on B, as per Table 6. 1}) + \text{Tax deducted previously on Lump-sum payments, if any, as per Table 6. 1}]$

$$= (2,760,000 \times 21.95\%) - [(541,430 + (1,914 \times I) + (I,914 \times II) + 0)] = 605,820 - [541,430 + 22,968] = 41,422/-$$

Therefore, tax deductible on the bonus in April, 2025 is Rs. 41,422

3.

For secondary employment by any of non-resident employees, in respect of the tax liability is computed on monthly remuneration of such employee for any month in the Year of Assessment.

Tax-on-tax Rate on Secondary Employment of Any Non-resident Employee

Monthly Remuneration from secondary Employment (Rs.)	Tax Payable by the Employer
On any amount of monthly remuneration from secondary employment	Monthly Remuneration * 56.25%