



Canada Revenue
Agency

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du Canada

T4032-BC, Payroll Deductions Tables – CPP, EI, and income tax deductions – British Columbia

**Effective
January 1, 2020**

What's new as of January 1, 2020

The major changes made to this guide, since the last edition, are outlined.

This guide reflects some income tax changes recently announced which, if enacted as proposed, would be effective January 1, 2020. At the time of publishing, some of these proposed changes were not law. We recommend that you use the new payroll deductions tables in this guide for withholding starting with the first payroll in January 2020.

The federal income thresholds have been indexed for 2020.

The federal Canada employment amount has been indexed to \$1,245 for 2020.

The federal basic personal amount, the spouse or common-law partner amount and the amount for eligible dependant have been indexed to \$12,298 for 2020.

The British Columbia income thresholds and personal amounts have been indexed for 2020.

This edition does not include the December 9, 2019 announcement proposing an enhancement to the Federal Basic Personal Amount. The calculation will be updated in a future release.

Payroll Deductions Tables

You can download Guides T4008, Payroll Deductions Supplementary Tables, and T4032, Payroll Deductions Tables, from our website at canada.ca/payroll. You can also choose to print only the pages or information that you need.

Payroll Deductions Online Calculator

For your 2020 payroll deductions, you can use our Payroll Deductions Online Calculator (PDOC). The online calculator makes it easier to calculate payroll deductions. PDOC is available at canada.ca/pdoc.

PDOC calculates your payroll deductions. It calculates deductions for any pay period, province (except Quebec) and territory. The calculation is based on exact salary figures.

Let us notify you

We provide a digital service that can notify you immediately, **free of charge**, of any changes for payroll deductions.

To subscribe, visit our website at canada.ca/cra-email-lists and enter your business's email address for each mailing list that you want to join.

Special Notice

Payroll Deductions Tables (T4032)

Effective with the January 1, 2017 edition, the Canada Revenue Agency is no longer publishing the paper and CD versions of the Guide T4032, Payroll Deductions Tables. The digital versions of the guide continue to be available on our website at canada.ca/payroll.

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This guide uses plain language to explain the most common tax situations. If you need more help, contact your tax services office.

Who should use this guide?

This guide is intended for the employer and the payer. It contains tables for federal and provincial tax deductions, CPP contributions and EI premiums. It will help you determine the payroll deductions for your employees or pensioners.

For more information on deducting, remitting, and reporting payroll deductions, go to the following employers' guides:

- T4001, Employers' Guide – Payroll Deductions and Remittances
- T4130, Employers' Guide – Taxable Benefits and Allowances
- RC4110, Employee or Self-employed?
- RC4120, Employers' Guide – Filing the T4 Slip and Summary
- RC4157, Deducting Income Tax on Pension and Other Income, and Filing the T4A Slip and Summary

These guides are available on our website at canada.ca/taxes.

Note

You may want to refer to the 2019 edition of Payroll Deductions Tables until the end of 2020 to resolve any pensionable and insurable earnings review (PIER) deficiencies that we identify in processing your 2019 T4 return.

What if your pay period is not in this guide?

This guide contains the most common pay periods: weekly, biweekly (every two weeks), semi-monthly, and monthly. If you have unusual pay periods, such as daily (240 working days), or 10, 13, or 22 pay periods a year, go to the Guide T4008, Payroll Deductions Supplementary Tables, or the Payroll Deductions Online Calculator (PDOC) to determine tax deductions.

Which provincial or territorial tax table should you use?

Before you decide which tax table to use, you have to determine your employee's province or territory of employment. This depends on whether or not you require the employee to report for work at your place of business.

If the employee reports for work at your place of business, the province or territory of employment is considered to be the province or territory where your business is located.

To withhold payroll deductions, use the tax table for that province or territory of employment.

If you do not require the employee to report for work at your place of business, the province or territory of employment is the province or territory in which your business is located and from which you pay your employee's salary.

For more information and examples, go to Chapter 1, "General Information," in Guide T4001, Employers' Guide – Payroll Deductions and Remittances.

Federal tax for 2020

Indexing for 2020

For 2020, the federal income thresholds, the personal amounts, and the Canada employment amount have been changed based on changes in the consumer price index.

The federal indexing factor for January 1, 2020 is 1.9%. The tax credits corresponding to the claim codes in the tables have been indexed accordingly. Employees will automatically receive the indexing change, whether or not they file Form TD1, 2020 Personal Tax Credits Return.

Tax rates and income thresholds

For 2020, the federal tax rates and income thresholds are:

Chart 1 – 2020 federal tax rates and income thresholds

Annual taxable income (\$)	Federal tax rate (%)	Constant (\$)
From – To	R	K
0.00 to 48,525.00	15%	0
48,535.01 to 97,069.00	20.5%	2,669
97,069.01 to 150,473.00	26%	8,008
150,473.01 to 214,368.00	29%	12,522
214,368.01 and over	33%	21,097

Canada employment amount

The non-refundable Canada employment amount is built into the federal payroll deductions tables. The federal Canada employment amount is the lesser of:

- \$1,245 and
- the individual’s employment income for the year

The maximum annual non-refundable tax credit is \$186.75.

Pension income is not eligible for this credit. If you are paying pension income, use the Payroll Deductions Online Calculator to find the tax deduction.

Personal amounts

The federal personal amounts for 2020 are:

Basic personal amount	\$12,298
Spouse or common-law partner amount.....	\$12,298
Amount for an eligible dependant	\$12,298

For more detailed information on the personal amounts, go to Form TD1.

British Columbia tax for 2020

British Columbia indexing for 2020

For 2020, the provincial income thresholds and the British Columbia tax reduction have been indexed. They have been changed based on changes in the consumer price index.

The indexing factor for January 1, 2020, is 2.5%. The tax credits corresponding to the claim codes in the tables have been indexed accordingly. Employees will automatically receive the indexing change, whether or not they file Form TD1BC, 2020 British Columbia Personal Tax Credits Return.

Tax rates and income thresholds

For 2020, the British Columbia tax rates and income thresholds are:

Chart 2 – 2020 British Columbia tax rates and income thresholds

Annual taxable income (\$)	Provincial tax rate (%)	Constant (\$)
From – To	V	KP
0.00 to 41,725.00	5.06%	0
41,725.01 to 83,451.00	7.70%	1,102
83,451.01 to 95,812.00	10.50%	3,438
95,812.01 to 116,344.00	12.29%	5,153
116,344.01 to 157,748.00	14.70%	7,957
157,748.01 and over	16.80%	11,270

British Columbia tax reduction

For 2020, British Columbia’s tax reduction has been revised as follows:

- Taxes payable will be reduced by up to \$476 for individuals with annual income of \$21,185 or less
- Individuals with an annual income between \$21,185 and \$34,556 will be eligible for a partial reduction
- The reduction of \$476 will be decreased by 3.56% of income above \$21,185, resulting in a nil reduction for an annual income of \$34,556 or more

There is no need to apply for the British Columbia tax reduction. Individuals that are eligible will notice the benefit in their paycheques or pension benefits through a lower withholding of British Columbia personal income tax.

Personal amounts

For 2020, the British Columbia non-refundable personal tax credits are:

Basic personal amount	\$ 10,949
Spouse or common-law partner amount.....	\$ 10,314
Amount for an eligible dependant	\$ 10,314

For more detailed information on the personal amounts, go to Form TD1BC, 2020 British Columbia Personal Tax Credits Return.

Canada Pension Plan (CPP) and Employment Insurance (EI)

CPP contributions for 2020

Maximum pensionable earnings.....	\$ 58,700
Annual basic exemption	\$ 3,500
Maximum contributory earnings	\$ 55,200
Contribution rate (%)	5.25
Maximum employee contribution	\$2,898.00
Maximum employer contribution.....	\$2,898.00

You stop deducting CPP when the employee reaches the maximum annual contribution for the year.

Note

As an employer, you have to remit these deductions along with your share of CPP contributions.

For more information, go to Chapter 2, “Canada Pension Plan contributions,” in Guide T4001, Employer’s Guide – Payroll Deductions and Remittances.

EI premiums for 2020

Maximum annual insurable earnings.....	\$ 54,200
Premium rate (%).....	1.58
Maximum annual employee premium.....	\$ 856.36

You stop deducting EI when the employee reaches the maximum annual premium.

Note

As an employer, you have to remit these deductions along with your share of EI premiums.

For more information, go to Chapter 3, “Employment Insurance premiums,” in Guide T4001, Employer’s Guide – Payroll Deductions and Remittances.

Personal tax credits returns (TD1 forms)

You may have to ask your employees or your pensioners to complete a federal and a provincial personal tax credits return using a federal Form TD1 and a provincial Form TD1.

For more information, go to Chapter 5, “Deducting income tax,” in Guide T4001, Employers’ Guide – Payroll Deductions and Remittances.

Claim codes

The total personal amount an employee claims on a TD1 form will determine which claim code you use. The claim amounts that correspond to the federal claim codes are not the same as the claim amounts that correspond to the provincial claim codes. Go to Chart 3 and Chart 4.

Explanation of claim codes

Claim code 0

This code represents **no claim amount**. If the federal claim code is “0” because the employee is a non-resident, the provincial claim code must also be “0.” This code may also be used if the employee indicated they have more than one employer or payer at the same time and have entered “0” on the front page of Form TD1 for 2020.

Claim codes 1 to 10

The claim code amounts do not appear on either the federal or the provincial TD1 form.

You match the “Total claim amount” reported on your employee’s or pensioner’s TD1 forms with the appropriate claim codes. Then, you look up the tax for the employee’s pay under the claim code in the federal and provincial tax tables for the pay period.

Indexing of claim codes amounts

The credits that apply to each federal and provincial claim code have been automatically changed in the tax tables by the indexing factor for the current year. If your employee did not complete the federal and provincial TD1 forms for 2020, you continue to deduct income tax using the same claim code that you used last year.

Chart 3 – 2020 federal claim codes

Total claim amount (\$)	Claim code
No claim amount	0
12,298.00	1
12,298.01 to 14,648.00	2
14,648.01 to 16,998.00	3
16,998.01 to 19,348.00	4
19,348.01 to 21,698.00	5
21,698.01 to 24,048.00	6
24,048.01 to 26,398.00	7
26,398.01 to 28,748.00	8
28,748.01 to 31,098.00	9
31,098.01 to 33,448.00	10
33,448.01 and over	X The employer has to calculate the tax manually.
No withholding	E

Chart 4 – 2020 British Columbia claim codes

Total claim amount (\$)	Claim code
No claim amount	0
10,949.00	1
10,949.01 to 13,413.00	2
13,413.01 to 15,877.00	3
15,877.01 to 18,341.00	4
18,341.01 to 20,805.00	5
20,805.01 to 23,269.00	6
23,269.01 to 25,733.00	7
25,733.01 to 28,197.00	8
28,197.01 to 30,661.00	9
30,661.01 to 33,125.00	10
33,125.01 and over	X The employer has to calculate the tax manually.
No withholding	E

Form TD1X, Statement of Commission Income and Expenses for Payroll Tax Deductions

If your employees want you to adjust their tax deductions to allow for commission expenses, they have to complete Form TD1X, Statement of Commission Income and Expenses for Payroll Tax Deductions.

You deduct tax from your employees' commission pay using the "Total claim amount" on their TD1 forms in the following situations:

- if your employees do **not** complete a Form TD1X or
- if they tell you in writing that they want to cancel a previously completed Form TD1X

How to you use the tables in this publication

Use the tables in this guide to determine the CPP contributions, EI premiums, federal tax, and provincial tax that you will deduct from your employees' remuneration.

CPP tables (Section B)

The annual basic exemption is built into the CPP tables.

- Find the pages in Section B that correspond to your pay period
- To find the range that includes your employee's gross pay (this includes any taxable benefits), look down the "Pay" column
- In the column next to the "Pay" column, you will find the CPP contribution that you should withhold from your employee's pay

EI table (Section C)

- Find the page in Section C that corresponds to the "Insurable earnings" of your employee
- To find the range that includes your employee's insurable earnings, look down the "Insurable earnings" column. When you use the table in this guide to determine the EI premiums, look up the insurable earnings for the period not the gross remuneration
- In the column next to the "Insurable earnings" column, you will find the EI premium that you should withhold from your employee's pay

Tax deductions tables

If you are using the income tax tables in this guide to determine your employees' and pensioners' total tax deductions, you have to look up the amounts in the federal tax table and the provincial tax table.

To determine the total tax you deduct for the pay period, you must add the federal and provincial tax amounts.

Even if the period of employment for which you pay a salary is less than a full pay period, you must continue to use the tax deductions table that corresponds to your regular pay period.

Federal (Section D)

- Find the pages in Section D that correspond to your pay period
- To find the range that corresponds to your employee's taxable income (this includes any taxable benefits), look down the "Pay" column
- In the row under the applicable claim code, you will find the amount of federal tax that you should withhold from your employee's pay (for more information, go to the section called "Claim codes" and Chart 3)

Provincial (Section E)

- Find the pages in Section E that correspond to your pay period
- To find the range that includes your employee's taxable income (this includes any taxable benefits), look down the "Pay" column
- In the row under the applicable claim code, you will find the amount of provincial tax that you should withhold from your employee's pay (for more information, go to the section called "Claim codes" and Chart 4)

Example

You are an employer in British Columbia. Sara, your employee, earns \$1,815 a week in 2020. She has a federal claim code 1 and a provincial claim code 1.

To determine Sara's federal tax deductions, you look at the weekly federal tax deductions table and find the range for her weekly salary, which is 1801-1817. The federal tax deductions for \$1,815 weekly under claim code 1 is \$269.60.

To determine Sara's provincial tax deductions, you use the weekly provincial tax deductions table. In the British Columbia tax deductions table, the provincial tax deduction for \$1,815 weekly under claim code 1 is \$111.10.

Sara's total tax deduction is \$380.70 (\$269.60 + \$111.10). This amount of taxes will be included in your remittance to us.

Additional information about payroll deductions

Deducting tax from income not subject to CPP contributions or EI premiums

We have built the tax credits for CPP contributions and EI premiums into the federal and provincial tax deductions tables in this publication. However, certain types of income, such as pension income, are not subject to CPP contributions and EI premiums. As a result, you will have to adjust the amount of federal and provincial income tax you are deducting.

To determine the amount of tax to deduct from income not subject to CPP contributions or EI premiums, use the Payroll Deductions Online Calculator, available at canada.ca/pdoc. On the “Salary calculation” and/or on the “Commission calculation” screen, go to Step 3 and select the “CPP exempt” and/or “EI exempt” option before clicking on the “Calculate” button.

Step-by-step calculation of tax deductions

You can use the following step-by-step calculations to calculate the tax deductions for any employee or pensioner who earns more than the maximum amounts included in the tax deductions tables.

The example shows you how to determine the amount of tax to deduct from all income.

However, if you design your own payroll program or spreadsheets to calculate tax deductions, do not use either of these calculations. Instead, go to Guide T4127, Payroll Deductions Formulas.

Example

Tax to deduct for all income

This example applies to a person who earns \$1,200 weekly and contributes \$80 to a registered retirement savings plan (RRSP).

This person claims the basic personal amount.

Calculate annual taxable income

Description	Sub-amounts	Amounts
(1) Gross remuneration for the pay period (weekly)		\$ 1,200.00
(2) Minus		
■ the other amounts authorized by a tax services office	0.00	
■ the RRSP contributions*	<u>80.00</u>	– <u>80.00</u>
* This amount has to be deducted at source.		
* Note If you have an employee you paid by commission, subtract the total expenses reported on Form TD1X from the gross remuneration reported on Form TD1X if applicable.		
(3) Net remuneration for the pay period (line 1 minus line 2)		\$ 1,120.00
(4) Annual net income (\$1,120 × 52 weeks)		\$ 58,240.00
(5) Minus the annual deduction for living in a prescribed zone, reported on the federal Form TD1		– <u>n/a</u>
(6) Annual taxable income (line 4 minus line 5)		\$ 58,240.00

Calculate federal tax

Description	Sub-amounts	Amounts
(7) Multiply the amount on line 6 by the federal tax rate based on Chart 1		× <u>0.205</u> \$ 11,939.20
(8) Minus the federal constant based on the annual taxable income on line 6 (go to Chart 1)		– <u>2,669.00</u>
(9) Federal tax (line 7 minus line 8)		\$ 9,270.20
(10) Minus the federal tax credits:		
■ the total of personal tax credit amounts reported on the federal Form TD1	\$ 12,298.00	
■ the CPP contributions for the pay period multiplied by the number of pay periods in the year (annual maximum \$2,898.00)*	2,898.00	
■ the EI premiums for the pay period multiplied by the number of pay periods in the year (annual maximum \$856.36)*	856.36	

■ the Canada employment amount (annual maximum \$1,245.00) 1,245.00
 Total \$ 17,297.36

*** Note**

When the maximum CPP contributions or EI premiums for the year is reached, use the maximum amount for later calculations

(11) **Multiply** the total on line 10 by the lowest federal tax rate for the year. × 0.15
 (12) Total federal tax credits – 2,594.60
 (13) Total federal tax payable for the year (line 9 minus line 12) \$ 6,675.60

Calculate provincial tax

Description	Sub-amounts	Amounts
(14) Basic provincial tax for British Columbia: Multiply the amount on line 6 by the provincial tax rate based on Chart 2		\$ 4,484.08
(15) Minus the provincial constant based on the annual taxable income on line 6 (go to Chart 2)		– <u>1,102.00</u>
(16) Provincial tax on income for British Columbia (line 14 minus line 15)		\$ 3,382.48
(17) Minus the provincial tax credits:		
■ the total of personal tax credit amounts reported on Form TD1BC	\$ 10,949.00	
■ the CPP contributions for the pay period multiplied by the number of pay periods in the year (annual maximum \$2,898.00)*	2,898.00	
■ the EI premiums for the pay period multiplied by the number of pay periods in the year (annual maximum \$856.36)*	<u>856.36</u>	
Total	\$ <u>14,703.36</u>	

*** Note**

When the maximum CPP contributions or EI premiums for the year is reached, use the maximum amount for later calculations

(18) **Multiply** the total on line 17 by the lowest provincial tax rate for the year. × 0.0506
 (19) Total provincial tax credits – 743.99
 (20) Provincial tax payable before reduction (line 16 minus line 19) \$ 2,638.49
 (21) **Minus** the British Columbia tax reduction:

- where net income (line 4) is less than or equal to \$21,185, the tax reduction is \$476
- where net income (line 4) is greater than \$21,185 and less than or equal to \$34,556, the tax reduction is \$476 minus 3.56% of the income greater than \$21,185
- where net income (line 4) is greater than \$34,556, the tax reduction is \$0

(22) Total provincial tax payable for the year (line 20 minus line 21) – \$ 0.00
\$ 2,638.49

Calculate total tax and the tax deduction for the pay period

Description	Sub-amounts	Amounts
(23) Total federal and provincial tax deductions for the year (line 13 plus line 22). If the result is negative, substitute \$0.		\$ <u>9,314.09</u>
(24) Tax deduction for the pay period: Divide the amount on line 23 by the number of pay periods in the year (52).		\$ <u>179.12</u>