

# Salary Sacrifice Cars

From the award winning salary sacrifice car scheme provider

## Employer Benefits

- Provide a benefit that actually saves your company approximately £300 net per annum in National Insurance Contributions every time an employee joins the scheme
- Provide an employee benefit that saves your employees an average of £80 per month depending on their rate of tax
- Potentially opens up, retains and attracts access to a wider pool of talent and skill
- Meets Duty of Care obligations
- Promotes and provides environmentally efficient vehicles

## Employee Benefits

- Tax and National Insurance savings (average of £80 per month)
- Worry free fixed cost motoring
- Brand new fully insured and maintained vehicle
- Fully comprehensive motor insurance included
- Easy to use online system for quotes and info
- One number to call for all vehicle needs
- Expert management of vehicle downtime

**Hello. We're Tusker.** We manage fleets of cars for organisations large and small and for employees we're also pioneering an easier and more cost effective way to run a car via our award winning salary sacrifice car scheme. With vehicle running costs rising all the time, it's always an attractive and welcome addition to an organisations benefit package.

Our service is built around an experienced team eager to make things work better for you and delivered through the most advanced live quotation and fleet management system in the UK and runs securely over the internet. Our systems are easy to use because we build them in-house and use the best technology in the business (recognised at the Business Car Fleet Awards 2010 & 2011) and we were awarded Business of the Year Award at the 2012 Business Excellence Awards.

**SalarySacrifice4Cars (SS4C)** enables an organisation to offer employees a cost effective and tax efficient way to have a fully insured and maintained car via a salary sacrifice arrangement, taking advantage of tax and National Insurance savings and promoting low carbon cars.

## Savings to be made

The benefit can be offered to entire workforces (providing salary reductions don't go below minimum wage) which makes it such an interesting and appealing proposition for employers and employees.

Employers will make National Insurance savings at 13.8% (or 10.4% if Contracted Out) On top of the tax savings, the employee can also benefit from any volume and fleet discounts a company is able to claim. This gives an average £80 savings in total per month when compared to other car purchase schemes, such as a PCP.

All vehicles are provided with motor insurance, service and maintenance included, European breakdown cover, replacement tyres to try and make the motoring experience as worry free as possible for an employee.

As part of the scheme, employers can also choose to include Early Termination Protection to protect against certain unexpected lifestyle events for employees such as resignation, redundancy, maternity leave which could result in them having to end a salary sacrifice car agreement early.

## Case Study: **Aston University**

### What is a salary sacrifice car scheme?

A salary sacrifice car scheme is a tax efficient way for organisations to provide employees with a brand new, fully insured and maintained car for up to 3 years and all at a cost lower than they could achieve in the retail market. Salary is sacrificed before tax and National Insurance which effectively means employees save money.

All servicing, maintenance (including tyre replacement), breakdown cover, and fully comprehensive motor insurance are included. Tusker also complete an annual driving licence check with the DVLA for each employee who wishes to join the scheme.

### Introducing a salary sacrifice car scheme with Aston University

At the end of 2010, Aston University signed a 'salary conversion' arrangement with Tusker to allow their university employees to surrender up to 20% of their salary in return for a new car for up to three years.

The new scheme was believed to be the first salary sacrifice initiative of its kind with a university in the UK, and forms part of Aston's Flexible Benefits Scheme which also covers pension contributions and bicycles amongst a number of other benefits.

As well as setting a financial limit, the University also set a carbon cap on the new arrangement, allowing employees to only select vehicles with emissions of 120g/km or less.

University Vice-Chancellor, Professor Julia King, who was appointed the UK's Low Carbon Business Ambassador by the Prime Minister in November last year and is author of the 2007 'King Review' on green vehicle and fuel technologies, gave the scheme her full backing because of its environmental credentials in promoting low carbon emitting vehicles.

Aston University launched the new scheme to university staff at a special employee benefits exhibition which was very well attended and at which some 10% of staff registered an interest in taking part in the Tusker scheme.

### Aston University Comment

"The new scheme is one of a number of initiatives we have embarked on to encourage the uptake of green practices within the university. There was a very positive reaction amongst university staff at the benefits exhibition to the new car scheme, including our Vice-Chancellor Julia King, who thought it a very suitable scheme for promoting the uptake of greener cars,"

*Cliff Vidgeon, Director of Human Resources at Aston.*

### Results

Results currently show that Aston University employees are making an average saving of £91.35 (after BiK has been paid) in both income tax and National Insurance with an average fleet CO<sub>2</sub> of 114g/km.

**To find out more about our scheme, please contact us at:  
[hello@tuskerdirect.com](mailto:hello@tuskerdirect.com) or call us on 08719 955 500**