

# Salary **Sacrifice**

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Guide for employers



# What is salary sacrifice?

The scheme allows you to exchange a portion of your gross salary for a brand-new leased vehicle. Because the deduction is made before tax, the overall cost is typically lower than leasing the same car through a Personal Contract Hire agreement.



In addition to your savings, your employer also benefits through reduced National Insurance contributions, making it a cost-effective option for both parties. The financial advantages are even greater when choosing a fully electric vehicle.

**“Salary  
sacrifice  
helps reduce  
costs for both  
you and your  
employer.”**

# How it works: step by step

## **1 Enquire**

Complete a short enquiry form, and the team will be in touch. We'll guide you through the process and assess the eligibility.

## **2 Engage Your Team**

Decide which employees you'd like to offer the scheme to, and start promoting it internally.

## **3 Get Started**

Once you're officially signed up, your employees can reach out to us directly to choose their brand new electric vehicle.

We'll walk them through every step of the process - and provide full ongoing support whenever they need it.

# Why Go Electric?

Switching to electric doesn't just make ditching petrol or diesel simpler - it also maximises the benefits of your salary sacrifice package, including:

## **Home charging made easy:**

Option to include a fully installed EV charger.

## **Low BiK Tax:**

Just 3% for 100% electric vehicles.

## **Zero Tailpipe Emissions:**

Better for the environment.

## **Lower day-to-day running costs:**

Save on fuel and maintenance.

## **Congestion charge exemptions:**

Option to include a fully installed EV charger.

## **ULEZ compliant:**

No charges in Ultra Low Emission Zones.

# Benefits to your business

**The scheme aids recruitment, motivation and employee satisfaction, all at no cost to your business. Below are some key benefits to your business, and employees:**

## **Suitable For All**

All employees, regardless of their job title, are eligible for our salary sacrifice scheme, provided their post-deduction income remains above the National Minimum Wage.

## **No Cost to Your Business**

With our salary sacrifice scheme, there's no upfront setup fee for your business. Instead, a fee is calculated based on the National Insurance and VAT savings your company makes.

## **Electrify Your Fleets**

You can choose which vehicles you want to make available to your staff. With EVs, we can help reduce your carbon output by replacing older vehicles with zero emission EVs.

## **Huge Perk For Employees**

Your staff can enjoy making their pay check go further, benefiting them in the long run - all this at no cost to your business.

## **Fully Covered**

Option to include early termination insurance, meaning you're covered if an employee leaves before the contract end date.

# Benefits to your business

## **Boost Employee Satisfaction and Retention**

Offering a salary sacrifice enhances your employee benefits package, making your company stand out in the competitive job market. It shows you care about your staff's well-being, improving morale overall.

## **Flexible & Easy to Use**

Employees can choose the level of contribution they want to make, allowing them to tailor the scheme to fit their personal needs.

# FAQ's

## **Is there a limit to the amount they can sacrifice?**

Yes - they cannot sacrifice their salary to an extent which will cause your earnings to fall below the national minimum/living wage.

## **What if my staff member leaves?**

If an employee leaves whilst they're committed to the scheme, there is an option to include Early Termination Insurance. Without this insurance, returning a vehicle early could lead to penalties of up to 50% of the remaining lease. Early Termination Insurance helps cover situations like this, reducing the financial risk for the company.

## **Do these arrangements change anything else about staff employment?**

No, the variation to the employment terms relates only to the agreed reduction in gross salary and the provision of the benefit described; your terms and conditions will remain unchanged.

## **Where can I find more information?**

The team will be happy to help first of all, but there is more general information on the HMRC website.



# Get In Touch

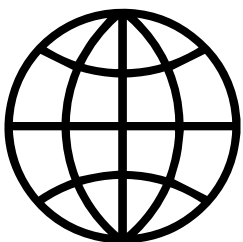
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