



Green Car Scheme

A great opportunity for all employees to drive a brand new, fully-maintained and insured vehicle at a significant saving.

Payable via salary sacrifice with no deposits required, enabling employees to benefit from corporate discounts as well as reduced tax and national insurance payments.

A valuable and quantifiable benefit, allowing employers to provide company cars to all their employees at no cost, with little administration and risk.

Fair Care
Employee Benefits

Responding to the global challenges of climate change, the Government's introduction of a starting 10% band for benefit in kind tax for low emission vehicles has made the provision of a car via a salary sacrifice scheme a very attractive proposition.

The Green Car Scheme allows employers to introduce this valuable benefit at no net cost and with little administration or risk. The service is delivered through an advanced on-line quotation and fleet management system, significantly reducing the time and removing the hassle associated with running a fleet of company cars. Maintenance and insurance is conveniently included in the monthly cost, further reducing administration.



As manufacturers respond to changing demand, there is an ever increasing range of low emission vehicles that employees can choose from. The scheme can also be effective for higher-emission vehicles, thanks to the benefit of fleet and volume-related discounts, but the benefits reduce as the benefit in kind tax charge increases.

The Savings

Whilst the employee will pay some tax on the value of the benefit, the savings in tax and national insurance from the salary sacrifice will significantly outweigh any cost.

Example: Car Value = £12,000 (<120g/km, petrol)

Employee:

Employee Savings:	Basic-rate Taxpayer	Higher-rate Taxpayer
Monthly Salary Sacrifice*	£250.00	£250.00
Less - Monthly Tax and NI Saving	£77.50	£102.50
Add - Monthly Equivalent BIK Cost**	£20.00	£40.00
Net Monthly Cost	£192.50	£187.50
Monthly Saving	£57.50	£ 62.50

*includes rental, maintenance and insurances.

**BIK cost (benefit in kind cost) is P11D benefit in kind cash equivalent value, taxed at employee's marginal rate of tax.

Employer:

Employer Savings:	Basic-rate Taxpayer	Higher-rate Taxpayer
Monthly NI Saving	£32.00	£32.00
Less - Monthly Equivalent NI Cost	£12.80	£12.80
Monthly Saving	£ 19.20	£19.20

Figures are for illustration only and assume 2009/2010 marginal tax rates and assumes employees are not contracted out of State Second Pension.

What's Included?

The Green Car Scheme is a comprehensive service, giving both employers and employees peace of mind. This is what is included in the monthly charge:

Finance - of the vehicle itself, through Contract Hire

Maintenance - including all servicing, tyres, exhausts, batteries under normal wear and tear conditions

Fully Comprehensive Driver Insurance - including business travel, from a choice of four major insurers

Gap Insurance - in the event of total loss due to accident, fire or theft, this will pay the difference between the insurance proceeds and the lease termination charge

Early Termination Insurance - protection against certain penalty charges in the event of employees leaving employment and returning the vehicle early

Annual Road Fund Licence - sent direct to the employee at each renewal

Roadside Assistance - Homestart and Recovery - UK and European cover

Annual Licence Check - Managed directly through the DVLA

The scheme in Action:

At the inception of the scheme, a personalised, on-line Salary Sacrifice Fleetdesk is set-up for each employer, with employees being given their own unique user name and password.

Employees can then obtain quotations on thousands of different vehicles and see the savings and costs associated with different choices and specifications. Vehicles can be taken over 2, 3 and 4 years and from 5,000 to 30,000 miles per annum.

Once a final selection is made, subject to employer approval, the order is placed and all the necessary paperwork is completed. On delivery of the vehicle, a payroll report is issued, identifying the monthly salary sacrifice value to be deducted through payroll. A consolidated monthly invoice is generated to collect the fixed monthly rentals.

A comprehensive reporting facility is available to employers, including scheme members, payroll information, vehicle details and contract parameters.

Our Fulfilment Partner

Fair Care is working in partnership to deliver the Green Car scheme. Our Partner is one of the fastest growing independent contract hire and fleet management service providers in the UK and ideally suited to give the high levels of service that Fair Care clients expect.

The Facts

Green Car Scheme

Over
500
cars available with CO² emissions of 120g/km or less.

£600
is the typical annual savings enjoyed by employees joining the scheme.

Getting Started...

Implementing a Green Car Scheme is very straightforward. We will just need to ask you a few simple questions to establish your preferences, and then we will construct your scheme. Please call the number below to speak to one of our consultants.

0800 652 4745

Our Services

If you would like more information on any of our services, visit our website www.faircare.co.uk or call **0800 652 4745** to speak to one of our consultants.

Our range of employee benefits solutions includes:

CHILDCARE VOUCHERS

CYCLE TO WORK SCHEMES

GREEN CAR SCHEME

BUS TO WORK

SMART PARKING SCHEME

SALARY SACRIFICE PENSION SCHEMES

STAFF DISCOUNT SCHEME

THE JAM CARD

HEALTH CLUB & WELLBEING SCHEME

HEALTH SCREENING

CORPORATE HEALTH & WELLBEING SERVICES

EMPLOYEE ASSISTANCE PROGRAMME (EAP)

BENEFITS CONSULTANCY

HR PROTECT

TOTAL REWARD STATEMENTS

FLEXIBLE BENEFITS CONSULTANCY

HOLIDAY TRADING

REWARD & RECOGNITION

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