

fleetevolution

Join the EVolution, Drive the Change.

ALL YOU NEED TO KNOW ABOUT

Salary Sacrifice Cars





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WELCOME TO AN ELECTRIFYING FUTURE

ANDREW LEECH, FOUNDER AND MD



Fleet Evolution is a midlands-based flexible benefits provider and salary sacrifice expert. We were founded in 2010 and launched the UK's first electric car salary sacrifice scheme in 2012!

Our first customer had less than 50 employees when they took on our salary sacrifice car scheme. Fast forward 10 years, our smallest customer has 3 employees, and our largest has 10,000!

We aim to give the best protection on the market, meaning our leaver protection kicks in from day one! Along with making the scheme as minimal admin as possible for the employer, we offer electric flex and pre-contract vehicles for drivers - ask our sales team for more details on this.

WHAT TYPES OF CAR SCHEMES ARE AVAILABLE?

Salary Sacrifice

The perfect scheme to get your employees into electric and hybrid cars. The employee meets all costs from gross salary, saving tax, NI and other savings with no cost nor leaver risk for you.

Company Cars/Car Hire

We educate and engage with innovative strategies to encourage green choices. We also provide cars for a day, month, quarter, or another period for those who need a temporary situation to help meet your duty of care.

WHAT IS SALARY SACRIFICE?

Salary sacrifice schemes allow employees to exchange part of their gross salary for a brand-new car. This comes with everything included, from maintenance to tyres to insurance. The employee's take-home pay will be reduced due to gross salary payments, but they save on tax and NICs.

While always a taxable benefit, the government supports these schemes. For electric vehicles, there are lower Benefit-in-Kind (BIK) tax rates, just 3% from April 2025 - April 2026. Plug-in hybrids also benefit, with BIK rates between 6% and 15%, depending on the pure electric miles range. However, more polluting vehicles can face BIK rates of up to 37%, reducing most of the savings you could benefit from!

ELECTRIC CARS








Our mission is to transition UK workers to cleaner, greener motoring through electric cars, the most affordable and extensive option. With hundreds of models to choose from, electric cars are integral for daily life, not just work.

By combining salary sacrifice with ultra-low emission vehicles, employees can enjoy savings of up to 40% compared to retail prices, making electric cars more cost-effective than operating a 5-year-old diesel vehicle.



WHAT ARE THE BENEFITS OF SALARY SACRIFICE?

FOR EMPLOYERS

-  Low admin
-  Cost-neutral to run
-  Leaver protections from Day 1
-  Enhances your benefits package
-  Free to set up - within 2 days
-  We handle any queries
-  Boosts your green credentials and CSR

FOR EMPLOYEES

-  Low-hassle motoring
-  Low-cost motoring
-  *Free workplace charging
*Subject to employer
-  Cash allowance permitted
-  Free entry to Clean Air Zones
-  Priority public parking (oftentimes)

LEAVERS

Built in at 6% of the finance of the vehicle.

If an employee is dismissed or made redundant, we ask for 30 days' notice from the employer and we will collect the vehicle. If the employee leaves by choice, we still require 30 days' notice and charge a £250 collection fee.

SICKNESS/MATERNITY/ PATERNITY

Can be built in at 3% of the finance of the vehicle.

If an employee on Sickness or Maternity/Paternity leave has a salary too low to cover payments without falling below the Living Wage, you'll need to cover the costs until they return. You can arrange a reimbursement plan with the employee. The SMP protection will cost 3% of the finance, added to the employee's cost, and we will credit you for the payments. This lasts up to 9 months for maternity/paternity leave and 12 months for sickness, starting when deductions would drop them below the Living Wage. If they don't return after 9 or 12 months, we will take the car back.

WHY INTRODUCE THE SCHEME

Good employees are hard to find and keep. They want more than just a salary; they expect their employer to care about their mental and financial well-being and the environment.

Electric cars are becoming popular for company cars - why not add them to your benefits?

Employers have been enhancing their rewards by using corporate buying power and favourable tax regimes to save employees money on everyday items. This usually has no negative impact on the employer and boosts productivity, recruitment, and retention.

HOW DO I SET UP?

Contact our team to start your setup process! Here's a simple two-step setup:

- Define your rules for SMP, leavers, and pensions.
- Answer a few straightforward questions.

Once done, we'll set up the scheme within a few days. We provide employee guidance and access to our quote engine, available after setup. We'll also handle launches, queries, and any other support your team needs.

MANAGING YOUR SCHEME

We keep our scheme simple, but we need your involvement in key areas. Each month, you'll need to:

- Approve orders and ensure employees are permanent with sufficient salary.
- Action payroll sacrifice deductions (we'll calculate and advise).
- Pay us, usually by direct debit.
- Promptly advise us of any leavers.

Employers enhance their rewards by using corporate buying power and favourable tax regimes to save employees money.

This usually has no negative impact and improves productivity, recruitment, and retention.

[CLICK HERE TO SET UP YOR SCHEME](#)



MEET THE TEAM

Driving your Success



Georgia Darling
Account Manager



Katie Whitfield
Onboarding Specialist



Jordan Fearn
Account Manager



Amy Mellings
Driverline Team Leader



Jordan Hastelow
Green Car Scheme Specialist



Charlotte Brookes
Operations Team Leader

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