

Tusker Employer Guide.

A highly valued employee benefit.

A photograph of a man and a woman sitting in the front seats of a car. The man, in the driver's seat, is wearing a denim shirt, glasses, and a watch, and is smiling. The woman, in the passenger seat, is wearing a red top and is also smiling. The car's interior and windows are visible.

Tusker.

Hi. We're Tusker.

We're the UK's leader in salary sacrifice cars. Part of Lloyds Banking Group, we have around 2000 active customer schemes and we partner with all the top Employee Benefit Providers.

We're committed to protecting our environment, which is why we're a member of the EV100, a group of organisations championing the move to zero emissions. Not only do we reduce and offset our own carbon emissions, but we also offset

the emissions from every car we put on the road.

With more than 15 years' experience, we offer an affordable way for employees to drive a new fully insured and maintained car via a salary sacrifice arrangement. Our scheme offers a range of options, from pure electric cars to hybrids and even traditional petrol and diesel vehicles. We understand that every organisation is unique, so we tailor the scheme to your

specific needs. Let us know your preferences, and we'll take care of the rest.

We pride ourselves on delivering excellent service. Our team is dedicated to ensuring your drivers feel supported every step of the way. With over 300 passionate individuals ready to assist you with any questions or concerns, rest assured your drivers will feel cared for, mile by mile.



WHY PARTNER WITH US?



We've been working with organisations to provide them with salary sacrifice cars since 2008 – as pioneers of offering these schemes, it continues to be the cornerstone of our business.

We have specialist teams to support both you and your employees. From helping to choose a car on the scheme, to in-life care with maintenance and repairs, to insurance queries and administration – we have experienced teams at every stage. In addition we

also have dedicated sales support and marketing that we provide throughout the scheme to help employees understand the scheme so they can make informed choices.

We partner with the leading Employee Benefit Providers and our Single Sign On technology means that the car scheme integrates seamlessly with existing benefits platforms. It's a complete end-to-end online process if the driver wants it to be, meaning

they can order their new car, sign their paperwork, and manage their servicing all online. Our team are also available via email or on the phone if anyone wants to speak to one of our experts for any help.


'Excellent'
TrustPilot rating



c.2000
Customer schemes



1.8+ million

UK employees have
access to our scheme

What is a salary sacrifice car scheme?

A car salary sacrifice scheme is where an employee gives up an amount from their gross salary in exchange for a non-cash benefit, so in this case, a fully maintained and insured car.

We don't ask for a deposit or upfront payment, and your employees choose their mileage and term. All cars include fully comprehensive insurance (which includes business use) as well as servicing, maintenance, no quibble replacement tyres and accident management. It's all part of the fixed monthly amount taken from the employee's gross salary.

The employee can save Income Tax and National Insurance Contributions (NIC) depending on the car chosen, and for electric cars, the employer saves Class 1A NIC on the salary that's being sacrificed. The car is considered a taxable benefit (which means company car tax is payable on the benefit), but the Government is encouraging adoption of ultra-low and zero emission cars and so electric cars pay the lowest company car tax possible. In 2024/25, this is just 2%, rising by just 1% each year until 2028.

With more than 44,000 cars on the road, we're able to provide you with the benefits of our buying power and offer drivers great value. We not only offer the tax efficiencies of salary sacrifice, but also manufacturer discounts, fleet savings, and the option to put back your NIC savings into the scheme to make it even more affordable for your employees.



MANAGING RISK.



We understand that employers want to keep any risk to an absolute minimum, and we know life can be unpredictable. Our comprehensive Lifestyle Protection package provides our customers with peace of mind against early termination charges should an employee need to terminate their agreement early due to a significant lifestyle event. As long as the termination doesn't take place in the initial exclusion period, in most cases, our protections will ensure you aren't faced with any charges.



The protection provides you and your employees against a number of events including:

- Resignation, redundancy, retirement, TUPE
- Ill health & other life events
- Maternity, paternity and shared parental leave
- Long term sickness
- Loss of licence on medical grounds or driving convictions
- Reduction in working hours or a relocation of the role
- Career break
- Relocation outside of Great Britain and Northern Ireland

Benefit in Kind.

HMRC recognise a car benefit scheme as a Company Car Scheme which means employees need to pay a Benefit in Kind (BiK) often called 'company car tax'.

Depending on the car's emissions, the BiK is calculated based on the car's P11d, CO2 emissions, fuel type and the employee income tax band.

For electric cars, the Benefit in Kind tax rates are much lower than other fuel types and so zero emission cars only pay 2% BiK until April 2025. The Government have confirmed that from April 2025, Benefit in Kind rates will only rise 1% each year from 2025 until April 2028.

Our online quotation system will automatically calculate the correct BiK value of the car chosen within the quote summary based upon the CO2 emissions, additional options, fuel type, P11D value and applicable tax rate based on the employee's salary they input into the system. We'll also display the 'Net Amount' for the next three years to show any future increases in BiK.



Employee Benefits.



1. A car of their choosing

Your employees go online to quote and order the car of their choice, choosing the specification, mileage, and duration. Once approved, we'll arrange delivery to their door.



2. Fixed cost motoring package

We include car insurance, breakdown cover, replacement tyres, accident management, routine servicing, and maintenance as part of the fixed monthly amount taken from gross salary.



3. Savings to be made, especially on electric cars

The lowest emission cars provide your employees with the best tax efficiencies. There are also fleet savings and manufacturer discounts which are passed on to make the scheme even more affordable.



4. No upfront payments or deposits

Unlike retail offers, employees don't need to undertake a credit check, pay a deposit, or make an upfront payment. The fixed monthly amount will only start once the car has been delivered.

Employer Benefits.



1. Employer savings on electric cars

Employer class 1A NIC savings are made on electric cars, and you can choose to put this back into the scheme. This is on average £1000 per car, per year. Public sector organisations can also make pension savings dependent on the structure of their pension scheme.



2. Minimal administration

We make running a scheme simple. From reducing admin to working with you every step of the way to promote the scheme. Not only is it free to implement but we also provide free marketing support throughout.



3. Helping employee retention

For no extra cost, you can motivate and retain your current employees and appeal to new talent with the ultimate employee benefit; a new car. It's a high value benefit and an affordable way for employees to drive electric.



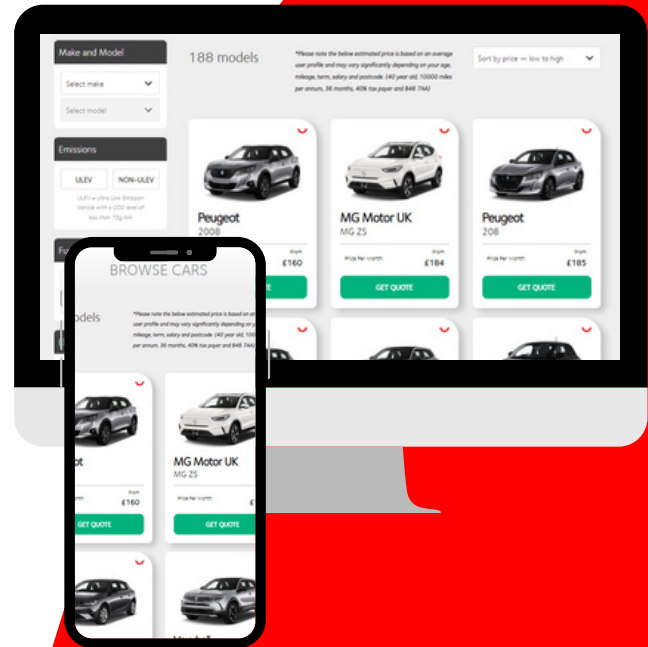
4. Helping with ESG strategies

Ultra Low Emission Vehicles (ULEV) are available on the scheme and have the lowest CO2 emissions. Plus, we offset the tailpipe emissions for petrol/diesel cars and the charge for an EV against Verified Carbon Standard projects. Perfect for improving your carbon footprint and contributing to wider sustainability policies.

A market-leading online platform.

To browse the cars available, we provide a secure online driver portal where employees log in to browse the available cars, learn more information about the scheme, watch short videos to understand the benefits of a salary sacrifice car scheme and access extensive frequently asked questions.

Drivers configure their chosen car or if they need a car quickly, they can view the “cars in stock/arriving soon” page. The system generates a quote for each car based on the employees input information (salary, postcode, age) and creates a breakdown showing the monthly gross and net amount as well as savings they’ll be able to make in tax and NI, and the Benefit in Kind tax which will be payable.





Our environmental commitment.

At Tusker, we're dedicated to reducing emissions by helping people drive low emission cars. We genuinely care about our planet, and we know our customers do too. For over 10 years, we've been offsetting the tailpipe emissions of petrol and diesel cars, as well as the grid charging requirements for electric cars, through our schemes*.

We calculate the expected carbon emissions for a car on our scheme (based on expected term, mileage and fuel type) and then offset the amount through certified carbon offsetting projects verified by the Verified Carbon Standard (VCS).

Additionally, for every 2 tonnes of carbon we offset through these projects, we plant a native broadleaf tree in the UK.

Carbon offsets are a way to balance out greenhouse gas emissions by funding projects that aim to reduce, avoid, or remove greenhouse gas emissions from the atmosphere, helping to mitigate climate change.

*Please note, we use carbon offsetting for vehicle tailpipe emissions and grid charging emissions only. We do not offset the carbon footprint to manufacture the vehicle..

Communicating the scheme.

We understand that communication is vital to the success of a scheme and it's why we have a dedicated marketing team for our Car Benefit Scheme. We work closely with our customers and partners to decide the best communication methods based on available and existing communication channels, as well as sharing our knowledge of successful methods and best practice.

One of our marketing and communications team will work with you to produce pre-launch, launch, and post-launch communications to ensure a successful launch and a gradual month-on-month increase in participation. We'll then keep in touch to ensure you have regularly refreshed collateral.





Tusker.

Scan the QR code to
learn more.



We'd love to hear from you.

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*correct as of January 2025