Boost benefits with Salary Sacrifice

Making electric vehicles work for your workforce — an employer's guide

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Save company and employee cash

Salary sacrifice is a smarter way to drive a brand-new electric car — an all-inclusive benefit that enhances employee satisfaction and delivers real savings for your business.

Similar to the Cycle to Work scheme, but tailored for electric and plug-in hybrid vehicles, it's open to companies of all sizes, free to set up, and easy to manage. Employees benefit from reduced Income Tax and National Insurance Contributions, while employers enjoy lower National Insurance costs.

With a salary sacrifice arrangement, employees lease a new car through their employer, with monthly payments deducted from their gross salary, unlocking significant tax savings.

There are no credit checks or upfront deposits. And it's more than just a lease — it's a complete package that includes insurance, servicing, maintenance, breakdown assistance, and tyre replacements. A complete, hassle-free solution for both employer and employee.

It's really quite simple

For employees, salary sacrifice is a smart, tax-efficient route to driving a brand new electric car — often for less than they'd expect.

Much like childcare vouchers or Cycle to Work, payments are taken directly from an employee's gross salary before tax — boosting take-home value through significant savings.

The all-inclusive lease covers everything from maintenance and servicing to tyres, breakdown assistance and insurance, making it a hassle-free benefit that supports both sustainability goals and employee wellbeing.

Easy to set up and run

The scheme is simple to implement and easy to administer, with everything managed through an online portal offering real-time tracking, reports, and full support.

The scheme is HMRC-approved and straightforward to run through payroll. Just apply a fixed deduction, record it on payslips, and report to HMRC. Employees pay Benefit in Kind (BiK) tax, — currently just 3%[1] of the car's P11D[2] value until March 2026.

1. BiK rates currently fixed at 3% until March 2026. Set to rise by 1% per year in April 2026 and 2027.
2. P11D value is the taxable value of a car, including its list price, VAT, delivery charges, and any optional extras.

Big savings potential

Employees can save thousands per year depending on their tax bracket and vehicle selection. For example, a 40% taxpayer could save over £2,500 in the first year through a fully maintained, insured electric vehicle lease.

Tesla Model 3

Long Range RWD 4dr Auto

Save over **£2,500** in one year!

Vehicle images by IMAGIN.studio. For illustration purposes only.

Gross salary sacrifice[1]	£612	Jurni will apply the biggest discounts available and pass them on to you. This amount is deducted from your gross salary before tax.
Employee tax saving	-£257	The income tax and National Insurance Contribution you pay is reduced due to salary sacrifice.
BiK at 3%[2]	+£45	Because you are receiving a benefit from your employer, you will pay BiK tax.
Net cost/employee pays	**£400**	**They can make significant savings with salary sacrifice.**

34% Saving

Plus, the package includes insurance, servicing, maintenance, replacement tyres, breakdown assistance, and more![3]

1. Illustrative quote based on a 48-month agreement, 8,000 miles per annum, for a 40% taxpayer, employed as an Account Manager, living in Dorset, aged 40. Figures correct as of 27 August 2025. Figures assume 100% of employer NI savings are passed back and may vary depending on scheme setup. E&OE.
2. BiK rates are favourable for zero and low-emission vehicles. See FAQs for 2025-2029 rates.
3. Terms, conditions and exclusions apply. Read your agreement carefully before signing.

What's included in the package

No credit checks, no deposits, no hassle — just one all-inclusive package with everything you need.[1]

What's included	What's provided
Insurance	Fully comprehensive insurance with up to two named additional drivers — keeping you protected on the road.
Fixed monthly rentals	One fixed price set for the duration of your agreement for easy budgeting.
Servicing and maintenance	Cover for servicing, maintenance and repairs (including MOTs) for peace of mind.[1]
Breakdown assistance	Comprehensive roadside cover, including Homestart and Recovery services, to keep you moving.
Tyre replacement	Replacement tyres subject to Fair Wear and Tear. Tyres are chargeable in cases of abuse, neglect, theft or vandalism.
Glass replacement	Windscreen and glass repairs or replacement included — avoiding extra costs if chips or cracks occur.
Road Fund Licence	Road Fund Licence is included at the current rate, but any government increases are your responsibility.
Accident management	A fast, efficient and seamless claims service.

1. Subject to acceptance criteria. Terms, conditions and exclusions apply. Read your agreement carefully before signing.
2. Insurance is subject to eligibility criteria, terms and conditions, and exclusions.
3. Not covered by the manufacturer's warranty and subject to fair wear and tear.

Support that makes it easy

From the moment you make an enquiry, you're supported every step of the way. Whether you're exploring how the scheme works, choosing the right vehicle, or setting up payroll, expert guidance is always available.

Getting started is simple, with clear communication, easy-to-use tools, and a team ready to help. And the support doesn't stop once the scheme goes live — we stay involved to keep everything running smoothly.

Whether you have a quick question or need help resolving an issue, you can rely on fast, knowledgeable support whenever you need it.

Frequently asked questions

What are the financial implications for the company?

A salary sacrifice scheme can deliver substantial savings on National Insurance Contributions for both employers and employees. It's free to set up and designed to be cost-neutral — or even cost-saving — over time.

What ESG goals does the scheme support?

By providing access to electric and low-emission vehicles, the scheme helps reduce your organisation's carbon footprint. This directly supports ESG targets and demonstrates a commitment to sustainability, enhancing brand reputation and appealing to environmentally conscious employees.

What administrative responsibilities are involved?

Most day-to-day administration is handled for you — vehicle sourcing, maintenance coordination, insurance claims, and tax compliance. Your team will usually just manage payroll deductions and employee communications, with expert support throughout.

What are the benefits of the scheme for recruitment and retention?

It strengthens your employee benefits package, making your business more attractive to top talent and improving retention by offering affordable access to high-quality, fully maintained vehicles.

What are the tax and legal considerations?

The scheme is fully HMRC-compliant, including accurate payroll reporting and BiK tax processing. We provide regular updates to keep everything aligned with changing legislation.

What happens if an employee leaves the company?

If an employee leaves before their lease term ends, flexible options are available — such as transferring the vehicle to another eligible employee or early termination. Any early termination fees will be clearly outlined at the start of the agreement.

What are the BiK tax rates?

Lowest BiK rates apply to zero and low-emission vehicles:

Tax Year	BiK Rate
2025/26	3%
2026/27	4%
2027/28	5%
2028/29	7%
2029/30	9%

Lower BiK rates make switching to an electric car through salary sacrifice an affordable choice, with big savings compared to the 37% rate for high-emission vehicles.

Looking to grow, stay flexible, or cut costs?

Whether you're working to improve efficiency, stay compliant, or deliver better benefits to your team — we're here to help you make it happen.

Get in touch today

You'll speak to someone who understands your challenges, brings real expertise, and is focused on making it work for your business.

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