

Income
generation +
staff retention



**Salary sacrifice
schemes exclusively
for public sector
colleagues**

- Car Leasing
- Home Electronics



fleet[®]

SOLUTIONS

*salary sacrifice schemes for
public sector colleagues*

**one trusted name,
two great schemes**

fleet[®]
my new car!

driving public sector colleagues

Your choice of car: significant potential savings,
taxed, insured, serviced with breakdown cover

fleet[®]
home electronics

you've got the power

Your choice of the latest home appliances and
entertainment systems from Currys | PC World

ABOUT US

Fleet Solutions is an integral part of Northumbria Healthcare NHS Foundation Trust and credited as being the operators of the UK's very first salary sacrifice car scheme over 13 years ago.

Since then we have ordered over 60,000 vehicles through the scheme and have currently some 21,000 on the road. We order some 700 cars a month and serve around 200 public sector organisations.

Our salary sacrifice leasing schemes are exclusively available only to public sector colleagues in: NHS · Councils · Universities · Academy Schools · Police

Therefore you are not just our customer, *you are our colleague.*

We offer two schemes to public sector organisations:

Fleet: 'my new car!'

The UK's most popular public sector salary sacrifice scheme, offering your staff a brand new car of their choice on a 2 or 3 year lease period. Not only does the scheme, which is HMRC approved, offer potential substantial savings for your employees but the vehicles are also taxed, insured, serviced with breakdown cover included.

Fleet: home electronics

This scheme in association with Currys | PC World offers employees access to over 5000 home electronic products including domestic appliances, laptops, tablets, televisions and the latest smart technology products.

Benefiting you, your employees... and the public sector

Your organisation will enjoy benefits from these schemes, including significant income generation and also a boost to staff recruitment and retention.

Not only does the scheme offer the best benefits package for public sector organisations and its employees, but the public sector itself benefits too. This is because surplus income from our two salary sacrifice schemes **remains** in the public sector, unlike all other private companies who operate similar schemes. Our surplus goes toward benefiting front line NHS services.

EXTRA benefit with both schemes

While your organisation may decide to select either the car or home electronics scheme, there is a significant extra incentive to taking both! Please ask us for details.

WHAT WE DO



We supply a fully inclusive car leasing benefits package for employees of public sector organisations. With the hassle of haggling prices in a car showroom completely removed we combine choosing any make or model of car with highly competitive leasing rates.

We do this by procuring all of our vehicles through the Crown Commercial Services' (CCS) framework and by doing so we access aggressive discounts from all the major automotive manufacturers.

The rest of our value proposition comes from including fully comprehensive vehicle insurance, maintenance and servicing, road tax, tyre and windscreen replacement and breakdown cover all within the leasing rate. We even cover the cost of the vehicle's MOT towards the end of a typical three year lease.

The service we provide to support the above is delivered within Fleet Solutions offices, by NHS employees, with support for your staff via telephone, email and on our website. Employers are assigned a field-based account manager who is experienced in providing best practice ideas from other fellow public sector organisations, while delivering excellent customer service and providing ongoing guidance and support.

Your employees are not required to be credit checked or find a deposit for their new vehicle - creating a key differential to the private car retail sector. From a duty of care perspective during any business use undertaken for your organisation and as a staff retention and recruitment tool the car lease scheme from Fleet Solutions helps you to protect and reward your workforce.

An increasingly high proportion of Fleet Solutions vehicle orders are Special Offers. These deals are pre-negotiated in bulk with the leading car manufacturers and leasing companies and aim to suit a range of needs and budgets. We advertise highly competitive promotional leasing rates for various makes and models concurrently on our website.

The advantage to an employee of leasing one of these exclusive offers is even greater competitiveness and typically a reduction in supply lead-times.

We leverage our long-standing relationships with car manufacturers to carefully scope and select the most desirable propositions. Importantly a special offer deal in no way reduces savings for you as employer, in fact it helps to increase the volume of applications and therefore increases your income from operating the scheme.

car leasing benefits

A summary of the many benefits which our car lease scheme can offer your organisation:

- Income generation through employer savings**
(further details upon request) ✓
- Administrative support with Benefit-in-Kind reporting, debt management and electronic order approvals** ✓
- HMRC approval submitted on your behalf** ✓
- Protection against early lease termination fees in most circumstances** ✓
- Dedicated account management support** ✓
- Opportunity to offer secondary cars if required** ✓
- Monthly invoicing available** ✓
- Ability to add young drivers to the insurance policy** ✓
- Reduce duty of care risk for business travellers** ✓
- Secure handling of personal data for online vehicle ordering** ✓
- Line manager order approval (if required) as well as employer approval in all circumstances** ✓
- Improved staff retention/recruitment from providing an enticing benefit option** ✓
- Supports your employee financial wellbeing agenda – no credit checks and no deposits required** ✓
- Can support a carbon reduction agenda through restrictions in vehicle CO₂ output and/or bias promotion of low-emission vehicles** ✓
- Marketing materials produced on your behalf** ✓

THE TEAM

Our team of staff at Fleet Solutions provide everything from experienced leadership, from long-time serving NHS employees and colleagues in various operational functions, dedicated to supporting our salary sacrifice schemes.

These colleagues support everything from maintenance of the vehicle quotation engine, through to ordering, booking free delivery and providing support throughout the duration of the vehicle lease.

Administration for employers is reduced significantly as Fleet Solutions produce interim Benefit-in-Kind updates to HMRC ('P46 Car' submissions), chase any employee debts for three months and contact employees directly to discuss end of contract options; such as commencing a lease contract on a new car.

We provide dedicated account managers who travel to meet with you regularly at your site to ensure you have everything you need to operate and promote the scheme accordingly.

Best benefits package for public sector colleagues





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home electronics

In association with Currys | PC World, Fleet Home Electronics offer public sector employees the opportunity to access over 5000 products, including the latest in laptops, tablets, televisions, smart technology and domestic appliances.

The scheme is intended to benefit all permanent members of staff and due to our association with Currys | PC World employees are able to replace old or broken home appliances without the need to rely on personal credit or pay-day loans.

Full customisation allows the implementation of local rules around maximum employee exposure, to meet your own duty of care agendas. Limits can be set based on RRP of the product(s) and can be implemented as a percentage of salary or a maximum spend level.

Salary sacrifice

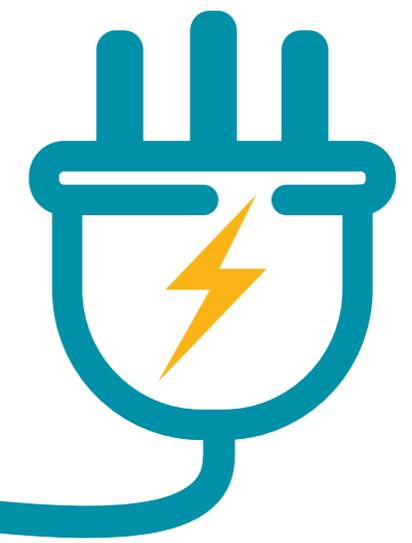
Salary sacrifice, or Optional Remuneration Arrangement (OpRA) as they are now known, is a cost effective means of employees accessing the latest technology.

By agreeing to deductions for the equipment to be taken from their gross salary, employees benefit from savings in National Insurance contributions and usually pension contributions. The employer also usually benefits from reduced pension contributions.

HMRC approved

In light of HMRC changes in April 2017 our scheme was revised and received HMRC approval in August 2017.

Some scheme providers were caught out by HMRC in terms of their end of life processes. If your organisation currently runs a technology scheme and has concerns about what the present OpRA rules mean for your scheme, please contact us.



home electronic benefits

Employer benefits

An exciting benefit that engages staff



Drives recruitment and retention



Income generation for your organisation



No upfront set-up or administration fees



Our scheme is HMRC approved



Fully digital order authorisation



A public delivered scheme



Employee benefits

Spread the cost AND save money!



Choice of agreement terms



No credit checks or deposits, ever!



Over 5,000 available products



The latest technology, made affordable



Simple and fast online order process



Scheme support from a dedicated team



you've got the *power*

THE BENEFITS

Income generation

In addition to being a fantastic staff benefit, the scheme provides an income stream to the employer of between 9% and 18% of the cost of the product(s), subject to the tax and pension status of the employee.

The level of income an organisation can generate is dependent on scheme volume and value, however an organisation employing 5,000 staff could expect to generate up to £100,000 per annum in savings.

As mentioned earlier, unlike most of our competitors we are not privately owned and have no shareholders, therefore any surplus generated from the scheme is reinvested into public services.

Recruitment and retention

As the scheme is extremely popular it serves as a great tool to recruit and retain staff in your organisation. This helps your organisation to make further indirect savings from the reduction in advertising and training recruitment costs.

How the scheme works

The employee registers an account on our website and places their order online; we send the order to you for authorisation. Simple checks need to be carried out and once approved the employee is sent a collection card within 24 hours to pick up the goods at their nearest Currys | PC World store or online – it is a very simple process!

We use a collection card as the method that customers obtain their goods, meaning no waiting around for products to be delivered from unknown suppliers. As the card can be used online or in store, the employee can either pop into store to collect their goods or can choose a home delivery date that suits them.

Marketing and support

Our in-house team will provide support to your employees throughout the process and our field based account management team are committed to helping your scheme achieve its maximum potential through marketing and staff engagement.

THE NEXT STEPS

If you would like further information on one or both of our salary sacrifice schemes and how to implement your own bespoke scheme in your organisation, please either use the contact information on this page or directly contact Jason Coleman by email: jason.coleman@nhct.nhs.uk or by calling; 07976 938 497.

CONTACT

Employers website

www.fleetsalariesacrifice.com

Fleet 'My new Car!'

Email: enquiry@nhsfleetsolutions.co.uk

Tel: 0344 811 8228

Employee website: www.nhsfleetsolutions.co.uk

Fleet Home Electronics

Email: jason.coleman@nhct.nhs.uk

Tel: 07976 938 497

Employee website: www.homeelectronicsolutions.co.uk

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SOLUTIONS

is an integral part of

NHS

Northumbria Healthcare
NHS Foundation Trust