

# Case Study



## **Tusker Car Benefit Scheme** Hampshire County Council **Staff Benefits (319)**

### **The requirement**

Hampshire County Council initially wanted to implement a new car scheme for their employees to deliver an excellent benefit for staff, which would aid with retention and recruitment.

The Council also have a green agenda, where they are looking to reduce their carbon footprint, and a requirement to reduce their spending and provide a contribution back to the Council's budget.

As an organisation which can find new projects challenging, the requirement included a benefit which would be light on admin and not require significant involvement from the Council team.

## The Solution

The car benefit scheme from Tusker provides the opportunity to drive a brand new car to all employees, provided they don't sacrifice more than National Living Wage minimums.

It provides an affordable way for employees to drive a brand new car, complete with insurance, servicing, replacement tyres and breakdown cover, as the amount for the car is taken from gross salary, before tax and National Insurance are applied.

Employers are also able to make National Insurance savings on the amount the employee sacrifices for the car, which are returned to the organisation's budget.

As Tusker offset all of the driving emissions the vehicle produces, this enables organisations to reduce their Scope 3 emissions. Tusker offsets charging emissions as well as any tailpipe emissions should a petrol or hybrid vehicle be chosen.



**“Using the ESPO framework made the procurement part of launching the new scheme, very straightforward as there was no need for a full procurement exercise. Tusker’s implementation team did the majority of the work involved to get the scheme live, and kept the project on track with regular updates.**

**The administration of the scheme is really minimal which was attractive for us, as if we had to do a lot of admin, we wouldn’t have gone ahead with the scheme.**

**The Council have previously had challenges around recruitment and the perception of salaries being higher than they are, but offering additional benefits is a real help when it comes to recruiting and retaining staff.**

**The pension savings the Council is able to make on the vehicles has really helped with the contribution back to the organisation.**

**Those who have taken delivery of their cars have been delighted with their vehicles and feedback so far has been really positive. ”**

Jonathan Hurford-Potter, Transformational Finance Manager, Corporate Resources

## The Results

Hampshire County Council launched their scheme in April 2023 to approx. 6,000 employees. So far (as of 1st October 2023), 15% of staff have logged in to have a look at the cars available to them, and 22 orders have been placed.

Drivers are enjoying approx. £100 of savings each month in income tax and National Insurance, while the organisation is making pension and NI savings on the amounts the driver is sacrificing.

# Case Study



## **Tusker Car Leasing Scheme** Scottish Borders Council **Staff Benefits (319)**

### **The requirement**

Scottish Borders Council needed to find a replacement car leasing option for employees as the organisation's previous leasing scheme was admin-intensive and senior management wanted to replace it with an option which was available for as many employees as possible.

At the same time, the Council's budgets were being stretched and, as an organisation, they needed to identify areas where they could make savings.

## The Solution

The car benefit scheme from Tusker provides the opportunity to drive a brand new car to all employees, provided they don't sacrifice more than the National Living Wage minimum.

It provides an affordable way for employees to drive a brand new car, complete with insurance, servicing, replacement tyres and breakdown cover, as the amount for the car is taken from gross salary, before tax, National Insurance and pension are applied.

Employers are also able to make National Insurance and pension savings on the amount the employee sacrifices for the car, which are returned to the organisation's budget.



**“Salary sacrifice was attractive as a way of offering employees the chance to drive a brand new car because of the savings available – both for the employee and for the organisation.**

**The Tusker scheme is really efficient and reliable, the order moves through the workflow and comes to the right people for review and approval; it makes it really simple.**

**Cars are really important for us in the local area as we're quite remote and public transport isn't that great as large areas aren't covered by trains. The salary sacrifice scheme helps us support our staff with a good value benefit which makes having a new car really affordable. As we need to make savings, it's been really helpful that those we have achieved have helped contribute towards the overall financial pressures the Council has faced.**

**Our employees are really happy with the scheme – they're getting peace of mind from having a new car with the security of knowing that if they need a service or new tyres, it's all covered.”**

Gary Alexander, HRSS Business Partner, Scottish Borders Council

## The Results

Launched in 2015 using the ESPO framework with a mini tender exercise, then direct awards in 2019 and 2022, the scheme has seen more than 50% of employees log in to have a look at cars on the scheme, identifying a keen interest in quoting on a new car. 16% of employees have logged in since the beginning of 2022, demonstrating a continued interest in the scheme.

Around 80 employees currently drive a Tusker car on the scheme enjoying an average saving of £92 per month in tax and NI.