

Boost benefits with with Salary Sacrifice.

Employer Guide



Save company and employee cash

There's a smarter way to drive a brand-new electric car:

Salary Sacrifice from Bounce. The all-inclusive employee benefit package designed to boost employee retention while saving your business money.

Supercharged for electric cars. It's open to companies of all sizes, free to set up and easy to run.

Employees save on tax and NICs¹, while your business benefits from lower employer NIC costs.

It's a win-win for all.

In a nutshell

With salary sacrifice, employees lease a new car through their employer, with payments deducted directly from their gross salary, allowing them to make significant savings on Income Tax and NICs.

There's no credit checks or deposits to pay – and best of all - you don't just get the car, you get an insured lease with servicing, maintenance, Breakdown Assistance, tyres, Glass Damage Protection and Accident Management all included.

Sound good?

1. NICs = National Insurance Contributions.



It's really quite **simple**

Salary Sacrifice is the most cost-effective way for employees to drive a brand new electric car.

Much like tax-free childcare vouchers or the Cycle to Work scheme, employees can use their pre-tax salary - before Income Tax and National Insurance are deducted - giving them greater spending power.

With an all-inclusive insured lease covering servicing, maintenance, and more (plus impressive discounts on the car itself), it adds up to happier employees enjoying years of hassle-free, eco-friendly driving.

And it's not just employees who benefit. It'll help your business retain top talent, reduce employer NICs and contribute to a cleaner planet.



Easy to set up and run

We make setting up and running the scheme simple, with everything you need provided. Manage everything online with our simple portal, featuring real-time tracking, reports, and full support.

Plus, we recommend regular licence checks to help you meet duty of care obligations. The scheme is HMRC-approved, so it's straightforward for payroll — just deduct a fixed amount from the employee's salary, record it on their payslip, and report it to HMRC.

It's that easy.

Save cash with low BiK rates

Salary sacrifice is seen by HMRC as a taxable benefit, so employees pay Benefit-in-Kind (BiK) tax. The great news? BiK rates for electric cars are just 4%¹ of the car's P11D² value until March 2026 - much lower than the hefty 37% top rate for petrol and diesel vehicles.

1. BiK rates are favourable for zero and low-emission vehicles. See FAQs for 2025-2029 rates.

2. P11D value is the taxable value of a car, including its list price, VAT, delivery charges, and any optional extras.

Employees could **save big** on driving electric

Access the **best rates** on **every EV model** available in the UK



Images for illustration purposes only.

Save over
£1,500
in one year!

Gross salary sacrifice ¹	£412	Bounce 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	-£173	The Income Tax and National Insurance Contributions you pay are reduced due to salary sacrifice.
Average BiK ²	+£46	Because you are receiving a benefit from their employer, you will pay BiK tax.
Net cost/employee pays	£285	You can make significant savings with salary sacrifice.

31%
Saving



Your package includes **servicing, maintenance, tyres, glass, 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 Oxford, aged 40. Figures correct as of 8th December 2025.
2. BiK rates are favourable for zero and low-emission vehicles. See FAQs for 2025-2029 rates.
3. Insurance is subject to eligibility criteria, terms and conditions, and exclusions. Read your agreement carefully before signing.

What's **included** with Salary Sacrifice?

No credit checks, deposits, or hassle - just one all-inclusive package with pretty much everything included.¹

Product	Provides
Fixed Monthly Rentals	One fixed price set for the duration of your agreement, making budgeting simple and predictable.
Servicing and Maintenance ²	All routine servicing and maintenance, so you don't face unexpected garage bills.
Breakdown Assistance	Comprehensive roadside cover, including Homestart and Recovery services, to keep you moving.
Tyre Replacement	Replacement tyres for fair wear and tear (damage caused by abuse, neglect, theft, or vandalism is excluded).
Glass Replacement	Windscreen and glass repairs or replacement included – avoiding extra costs if chips or cracks occur. Excess charged.
Road Fund License	Included at today's rate for the duration of your lease (future government increases may apply).
Insurance ³	Fully comprehensive insurance with up to two named additional drivers – keeping you protected on the road.
Early Termination Protection	Protection that reduces or removes early termination costs if your circumstances change.

1. Terms, conditions and exclusions apply. Read your agreement carefully before signing.

2. Not covered by the manufacturer's warranty and subject to fair wear and tear.

3. Insurance is subject to eligibility criteria, terms and conditions, and exclusions.



How you're **protected**

Employment Event	What Happens	What the Customer Pays
Resignation / Dismissal / Redundancy / Secondment / Career Break/ Retirement / NMW ¹ breach / Licence revoked (not ill health)	Hire ends	If this happens within the first 3 months, an Early Termination Payment ² applies. After 3 months, you pay the lower of 3 months' Rent ³ or the Early Termination Payment.
Parental Leave (incl. adoption)	You can continue or end your hire	If this happens within the first 6 months, an Early Termination Payment applies. After 6 months, you pay the lower of 3 months' Rent or the Early Termination Payment.
Long-term sick (Payment Event) / Licence revoked due to ill health/ Death in service	Hire ends	No Early Termination Payment applies. Mileage Rent ⁴ still applies.

Jargon made **simple**

1. **National Minimal Wage**

You must still receive at least this after Salary Sacrifice.

2. **The Early Termination Payment**

A cost if you end the agreement early after certain events.

3. **Rent**

Your total monthly cost (including maintenance and insurance).

4. **Mileage Rent**

A charge if you exceed your agreed mileage.

Too complicated? For clear, personalised guidance, speak to a salary sacrifice expert.

When protection does **NOT** apply

You won't be covered if:

- x More than 10% of employees are made redundant in the same year
- x Five or more protected events have already occurred in the same year
- x You leave during or at the end of your probation period

Protected with **bounce**

At Bounce, we know that running a business means planning for the unpredictable. That's why our Life Event Cover is built in - giving you and your employees real peace of mind.

If an employee needs to end their car agreement early, this protection shields you from costly charges in most cases. Once the initial qualifying period has passed, your people and your business stay protected.

What's Included?

- ✓ Designation, redundancy, or retirement
- ✓ Ill health and other significant life events
- ✓ Maternity, paternity, and shared parental leave
- ✓ Long-term sickness
- ✓ Loss of licence due to medical reasons or driving convictions
- ✓ Reduction in contracted hours or role relocation
- ✓ Career breaks
- ✓ Relocation outside of Great Britain and Northern Ireland

Life Event cover is subject to scheme terms, including qualifying periods, exclusions, and limits. Full details are available in your Salary Sacrifice Agreement.



It's easier with **bounce**

At Bounce, we get that running a business means juggling a lot. Keeping your employees on the move doesn't have to be one of them.

We help employers like you plan, manage, and maintain salary sacrifice schemes that boost employee satisfaction and save time and money.

From the first call to the last mile, we've got it covered – design, implementation, launch, and everything in between. With exceptional service at every step.

Since no two businesses are the same, your dedicated account manager will tailor our approach to work perfectly for you.

“ The team had quite specific requirements for the two pick ups which were required on a project we were supporting. We knew that there wasn't a huge availability for the make and model we wanted and expected a long wait time. Bounce were able to rise to the challenge and found two pick ups which were delivered to site in a matter of weeks. The site team have been really pleased with the spec of the vehicles. ”

- Client supporting construction in Southeast England

“ I wasn't convinced that an electric car was for me. My personal situation means I don't want to install a charger on my house. I can drive 30-40,000 miles a year because of the kind of job I have. I also need a lot of space in my car to fit all my family in! From all of the information I'd seen in the media I assumed I'd have to stick to a diesel. However, a colleague suggested I speak to Robert. After putting Robert through a gruelling hunt for the right car I'm now a proud owner of a Volvo EV. I wouldn't swap it for a diesel now. The car is really comfortable and paying for it through salary sacrifice has made it really cost-effective. I haven't installed a charging point at my house and just make use of the public charging points near me. ”

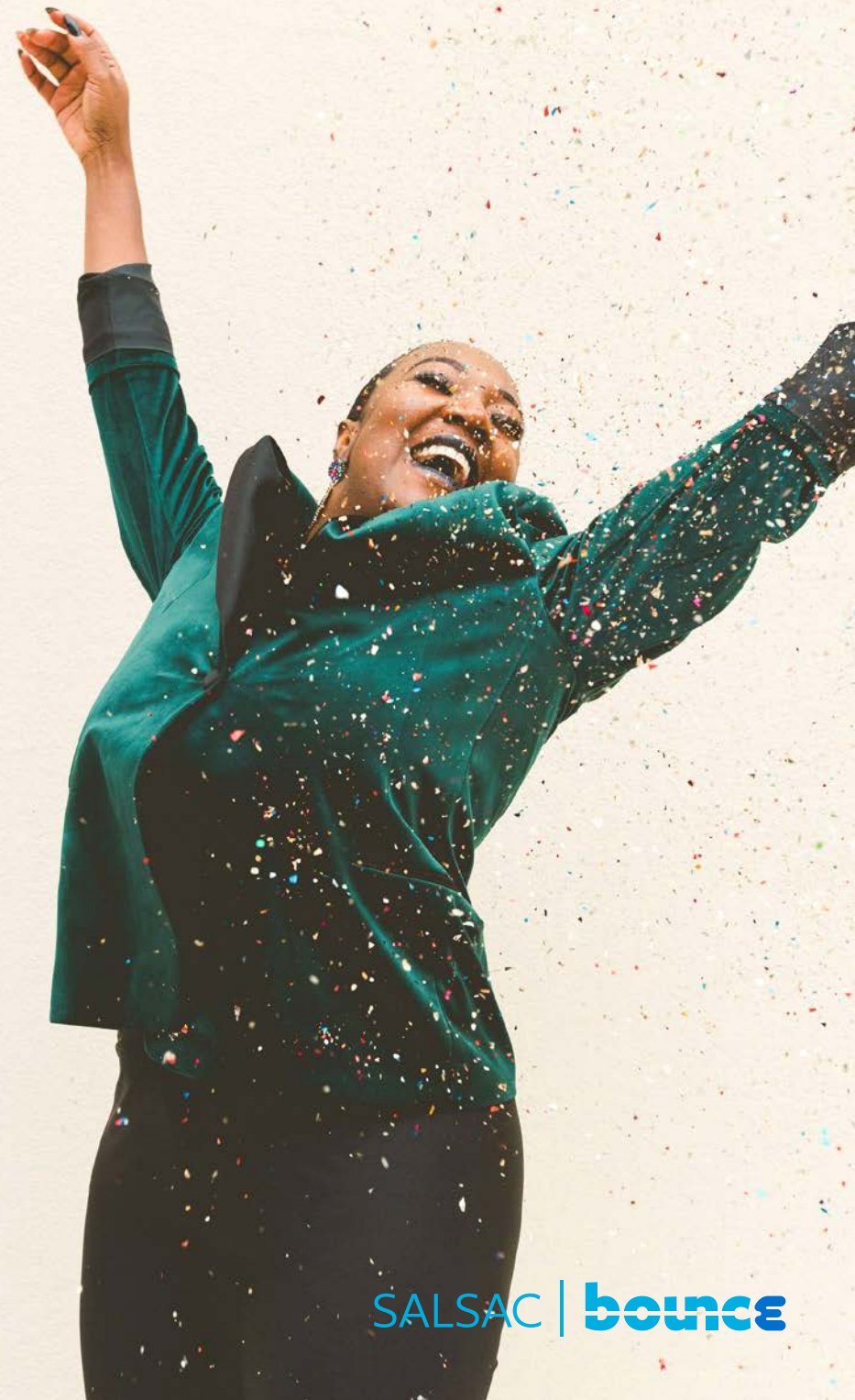
- Blackhall & Powis Employee

A brand you can **trust**

Bounce was founded by three Scottish entrepreneurs with complementary skill sets to meet a market need and to help accelerate the route to net zero.

In the course of our work in both the automotive industry and supporting the development of renewable energy, we saw more and more companies wanting to make the switch to electric vehicles to reduce their carbon footprint.

Bounce is part of the parent company Blackhall & Powis, one of the UK's leading consultancies providing specialist services to support renewable and green energy infrastructure projects.



Ready?

Attract and motivate top talent.
Supercharge employee benefits
and drive big savings today.

Start your
SalSac journey today:



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Frequently Asked Questions

What is a car salary sacrifice scheme?

It's a way for employees to drive a brand-new car by giving up part of their gross salary. Because the cost comes out before Income Tax and National Insurance Contributions, employees save compared to funding a car privately.

What's included in the monthly cost?

The all-inclusive monthly payment covers:

- Comprehensive insurance
- Servicing, maintenance and MOTs
- Tyre and glass replacement
- Breakdown assistance
- Accident management

Do we need to be a certain size of business to qualify?

No — the scheme is available to businesses of any size. Is it complicated to set up and manage?

Not at all. Bounce handles vehicle sourcing, insurance, maintenance, and compliance. You only need to manage payroll adjustments and employee communications, with full support from our team.

How does it affect payroll and tax reporting?

Deductions are made directly through payroll. The scheme is fully HMRC compliant, and we provide guidance and updates to keep your reporting accurate and stress-free.

Are all electric vehicles included?

Yes. Most electric vehicles are available through the scheme, and they're especially attractive thanks to very low Benefit in Kind (BiK) rates.

What are the BiK rates for electric vehicles?

The lowest 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%

This compares to up to 37% for high emission cars, making EVs a far more affordable choice for your employees.

Does the scheme cover all employees, or only certain groups?

Most employees can be included, subject to company policy and affordability checks.

What is an early termination charge?

An early termination charge is a fee applicable if a lease ends before the agreed term. However, with Bounce's Life Event Cover, there is protection against charges in situations such as redundancy, retirement, long-term sickness, parental leave, or death in service.

What protections are in place against early termination charges?

Bounce's Life Event Cover provides protection in situations such as redundancy, retirement, long-term sickness, parental leave, or death in service. This reduces financial risk for both employer and employee.

How long can an employee keep the car?

Agreements usually run for 2, 3, or 4 years at a fixed monthly cost for easy budgeting.

Frequently Asked Questions

What happens at the end of the lease term?

At the end of the lease, employees can return the car or choose a new one.

Are there limits on mileage?

Yes. Each lease includes an agreed mileage allowance. Exceeding this will result in an excess mileage charge.

What counts as fair wear and tear?

Normal day-to-day use is expected. Charges may apply for damage outside industry-standard 'fair wear and tear,' such as dents, neglect, or misuse.

How does the scheme align with ESG goals?

By offering electric vehicles, the scheme helps reduce your company's carbon footprint, showcasing your commitment to sustainability and strengthening your employer brand.

Is a salary sacrifice car classified as a company car?

Yes, a salary sacrifice car is technically considered a company car because it is provided through the employer as part of your benefits package. Since the car is offered in exchange for a reduction in your gross salary, it falls under the definition of a company car for tax purposes.





