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# Drive electric for less with Salary Sacrifice

Employee guide



# What is Salary Sacrifice?

Imagine driving a brand-new or used electric car, with no upfront costs, no credit checks, and everything included for one fixed monthly payment.

With DriveElectric's Salary Sacrifice scheme, it's all possible. Your payments come directly out of your gross salary, saving you money on Income Tax and National Insurance Contributions (NICs).



# Why choose Salary Sacrifice?

## Save money

Reduce your Income Tax and National Insurance Contributions by paying through your pre-tax salary.

## Hassle-free

No deposits or credit checks, just a seamless, all-inclusive package.

## Go green

Drive an electric car and contribute to a cleaner planet.

## Peace of mind

Your all-inclusive package includes comprehensive insurance, servicing, maintenance, and more in one fixed monthly payment.

## Low BiK rates

Salary sacrifice is seen by HMRC as a taxable benefit, so you need to pay Benefit in Kind (BiK) tax. The good news? Rates are very low.



# It's really quite **simple**

Salary Sacrifice is the most cost-efficient way to drive a brand-new electric car – and the savings can be even greater on used vehicles.

## How it works

- 1 Choose your dream car from a full range of electric models.
- 2 Your employer handles the paperwork and deducts a fixed amount from your gross salary each month.
- 3 You drive away in a fully maintained car while saving big on taxes.



# You could **save big** on driving electric

**Ford Puma Gen-E**  
123kW Select 43kWh 5dr Auto



Save over  
**£1,500**  
in one year!

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

**31% Saving**

## Complete cover

- Servicing
- Maintenance
- Tyres
- Glass
- Breakdown assistance
- Insurance<sup>3</sup> and more



1. Illustrative quote based on a 48-month agreement, 8,000 miles per annum, for a 40% taxpayer, living in Oxford, aged 40. Figures correct as of 8 December 2025. E&OE.

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.



Plus, you'll also benefit from **Early Termination Protection** for added peace of mind!



# What's included with Salary Sacrifice?

| What's included <sup>1</sup>  | Lite | Plus | Complete |
|---|------|------|----------|
| <b>Fixed monthly rentals</b><br>One fixed price set for the duration of your agreement, making budgeting simple and predictable.                  | ✔    | ✔    | ✔        |
| <b>Servicing and maintenance<sup>2</sup></b><br>All routine servicing and maintenance, so you don't face unexpected garage bills.                 | ✔    | ✔    | ✔        |
| <b>Breakdown assistance</b><br>Comprehensive roadside cover, including Homestart and Recovery services, to keep you moving.                       | ✔    | ✔    | ✔        |
| <b>Tyre replacement</b><br>Replacement tyres for fair wear and tear (damage caused by abuse, neglect, theft, or vandalism is excluded).           | ✔    | ✔    | ✔        |
| <b>Glass replacement</b><br>Windscreen and glass repairs or replacement included – avoiding extra costs if chips or cracks occur. Excess charged. | ✔    | ✔    | ✔        |
| <b>Road Fund Licence</b><br>Included at today's rate for the duration of your lease (future government increases may apply).                      | ✔    | ✔    | ✔        |
| <b>Insurance<sup>3</sup></b><br>Fully comprehensive insurance with up to two named additional drivers – keeping you protected on the road.        |      | ✔    | ✔        |
| <b>Early Termination Protection</b><br>Protection that reduces or removes early termination costs if your circumstances change.                   |      |      | ✔        |

What's included depends on the package your employer has chosen. If you're unsure which package applies to you, check with your HR or benefits team.

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 <sup>1</sup> breach / Licence revoked (not ill health) | Hire ends                         | If this happens within the first 3 months, an Early Termination Payment <sup>2</sup> applies. After 3 months, you pay the lower of 3 months' Rent <sup>3</sup> 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 <sup>4</sup> 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:

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

This page gives a simple overview of how the scheme works. It doesn't include all the details and doesn't replace the full Master Contract Hire Agreement. If there is any difference between this summary and the agreement, the agreement will always take priority. Please read the Master Contract Hire Agreement before signing up. Mileage Rent is payable on all events.

# Why go electric?

Switching to an electric car is a game-changer for your wallet and the planet.

With lower running costs, cheaper charging compared to rising fuel prices, and fewer moving parts to maintain, driving electric simply makes financial sense. EVs are smooth, quiet and packed with cutting-edge tech, making every journey more enjoyable.

And every mile you drive helps cut emissions and create a cleaner, greener future for everyone.

## Benefits you'll love

- **Make big savings**  
Enjoy significant reductions on the cost of driving electric.
- **Predictable costs**  
A fixed monthly payment makes budgeting simple.
- **Access great deals**  
On popular models.
- **Better driving experience**  
Smooth, quiet performance with instant acceleration.
- **Greener choice**  
Reduce your carbon footprint every day.



# Why choose used electric?

Experience electric driving for less with DriveElectric's used vehicles. You get all the benefits of Salary Sacrifice at a lower cost and with complete peace of mind.

#### Save even more

Lower monthly rentals with the same great savings on Income Tax and National Insurance.

#### More car, same budget

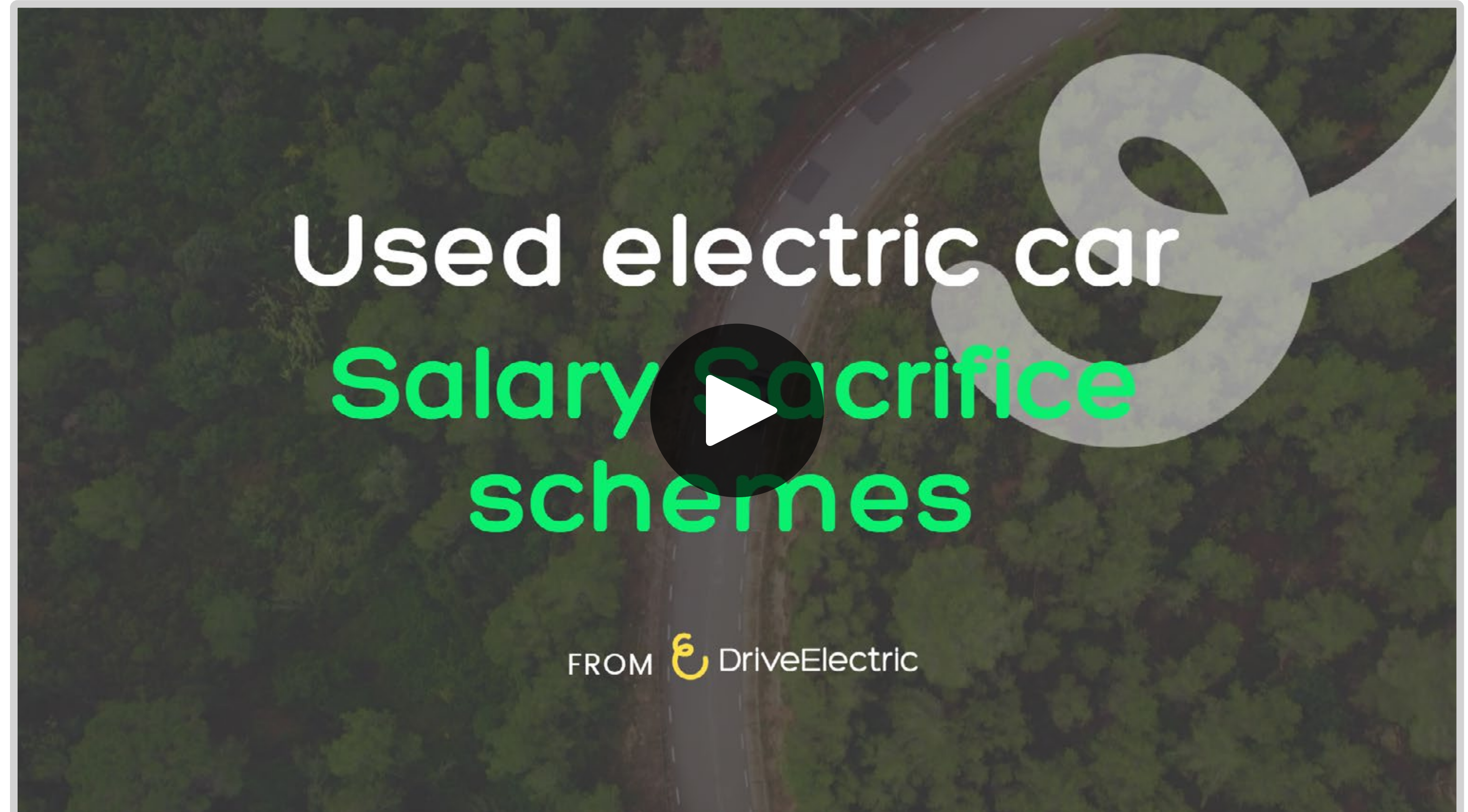
Enjoy a higher-spec or longer-range model without increasing your monthly spend.

#### Drive with confidence

Every used vehicle is rigorously inspected, expertly refurbished and fully maintained, supported by the same all-inclusive package as a new lease.

#### Ready when you are

No long waits. All vehicles are in stock and ready to go.



## 150+ used EVs in stock



# Home charging, made **easy**

Charging at home is simple with an all-in-one solution designed to fit seamlessly around an employee's Salary Sacrifice car.

With a managed home-charging bundle, everything is taken care of – from the charger and installation to EV-ready electricity tariffs. Employees can buy outright, spread the cost, or choose a low-cost monthly subscription. All options integrate seamlessly with Salary Sacrifice.

## What's included?

### Pod Point 7kW Solo 3S home charger

A smart, compact charger designed for everyday home use.

### Professional installation<sup>1</sup>

Installed by approved engineers, with full safety checks included.

### EDF EV electricity tariffs

Access lower-cost, off-peak electricity to charge overnight for less.

### End-to-end support

From home survey to installation and aftercare, it's managed for you.

## One joined-up solution

- Lower-cost overnight charging at home
- Smart app control with automated scheduling
- One trusted bundle from a national energy provider and leading charger brand
- Designed to make switching to electric easier and more affordable

## Flexible ways to get started

### Buy outright

Pod Point Solo 3S home charger from £999.

### Lower upfront cost<sup>2</sup>

Pay £499 upfront and spread the remaining cost over a two-year fixed tariff.

### Low cost subscription

One-off £99 fee, then £40 per month for three years with an EV tariff, including charger, standard installation and warranty.



1. Subject to Standard installation criteria.  
2. Exit fees apply if you cancel within two years.

# It's easier with DriveElectric

At DriveElectric, we're here to make your Salary Sacrifice journey as easy as possible. From answering your questions to providing quick, efficient support, we take the hassle out of the process so you can focus on the benefits.

With our positive customer feedback, you can count on us for exceptional service when you need it most.

Plus, with our online tools and expert advice, everything you need to make informed decisions is right at your fingertips.



“We’ve been using DriveElectric for many years, for both Business Contract Hire and more recently for Salary Sacrifice for pure electric vehicles. DriveElectric’s unique scheme has enabled us to offer our team a compelling benefit with access to hundreds of electric vehicles, whilst there has been very little admin or risk to Fully Charged.”

[Robert Llewellyn – Fully Charged Show](#)



“DriveElectric have supported us with every step in the introduction of our EV Salary Sacrifice scheme. Initially we had thought only a few Managers would wish to benefit from the scheme. 12 months on and we have a total of 9 employees with EV vehicles and 2 more on order. The benefits of this scheme have proven great for employee retention. A huge thanks to the team at DriveElectric.”

[Kate Minion – Yorkshire Wildlife Park](#)

# A brand you can trust

With over 15 years of electric vehicle expertise, DriveElectric is part of Jurni, a family of trusted leasing brands built on customer-first values and decades of experience. We've helped thousands of drivers and businesses switch to electric with expert advice, transparent pricing and ongoing support.

As trusted partners of Lloyds Bank and EDF, we provide tailored leasing and salary sacrifice solutions that make going electric simple and stress-free.

Backed by Jurni's nationwide network, we offer great-value electric vehicle deals with the confidence of a brand that truly understands electric.



**DriveElectric** is based in Marlow, Buckinghamshire.

Jurni's offices are located in Abingdon, Brighton, Cannock, Chelmsford, Coventry, Reading, and Witney (Head Office).

# Ready to **start?**

## Is your employer already onboard?

Ask your employer how to join the Salary Sacrifice scheme with DriveElectric. Drive smarter, save bigger and make a difference one mile at a time.

## Need to convince your company?

Amazing, we need forward thinkers like you on our team! Why not share our Salary Sacrifice brochure with your employer and help bring these amazing benefits to your workplace?

[Employer brochure](#)

## Get in touch today

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[reward@drive-electric.co.uk](mailto:reward@drive-electric.co.uk)

[drive-electric.co.uk](http://drive-electric.co.uk)

[Send enquiry](#)

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# Frequently Asked Questions

## What is a car salary sacrifice scheme?

It's a way for employees to drive a new or used electric 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.

## 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.

## What's included in the monthly cost?

The all-inclusive monthly payment covers:

- Servicing, maintenance and MOTs
- Tyre and glass replacement
- Breakdown assistance
- Comprehensive insurance<sup>1</sup>

## Is the scheme open to all employees?

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

## Are all electric vehicles included?

Yes. The scheme gives employees access to a broad selection of new and used electric vehicles, all available with low Benefit in Kind (BiK) rates.

## How long can I keep the car?

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

## Are there limits on mileage?

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

## 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.

## 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.

## What is an early termination payment?

An early termination payment is a cost that applies if the lease ends early.

## What protections are in place against early termination payments?

Early Termination Protection covers many common life events where an employee may need to end their agreement early. After the first three months, it reduces or removes early termination charges in situations such as redundancy, long-term sickness, parental leave or death in service.

## How does salary sacrifice affect my take-home pay and tax contributions?

Salary sacrifice reduces your gross salary, which lowers your income tax and National Insurance Contributions. The reduction is offset by the savings and benefits you gain with a salary sacrifice car including maintenance and insurance.

## How does the scheme affect my pension contributions and other benefits?

Salary sacrifice reduces your gross pay, which may impact contributions to salary-based benefits such as pensions. However, the effect is usually minimal. We recommend discussing this with your HR or payroll team to understand the specific impact on your benefits.

1. Insurance included on Plus and Complete packages only.

# Frequently Asked Questions

## What is Benefit in Kind (BiK) tax?

Employees pay BiK tax on perks they receive from their employer, like a company car, on top of their salary. HMRC calculates BiK separately from your salary, so the BiK tax is deducted before your pay reaches your bank account. If you use a company car for personal trips, you'll pay BiK tax from your monthly wages.

## Do I pay Benefit in Kind (BiK) tax on a salary sacrifice car?

Yes, BiK tax applies, but here's the good news: electric cars have the lowest rates, helping you save more!

## How is BiK tax calculated?

BiK tax is based on two factors: your car's CO<sub>2</sub> emissions and the car's P11D value (the list price of your car including VAT and delivery fees but excluding first registration fees and annual Road Fund Licence). Multiply the car's P11D value by the BiK rate to get the annual benefit, multiply that by your Income Tax rate to get the annual tax, then divide by 12 – that's what's taken each month through PAYE.

## 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.



We've done our best to ensure the information in this brochure is accurate, but DriveElectric cannot accept responsibility for any loss or damage caused by relying on it. This brochure is for general information only – it's not financial or legal advice. If you need guidance tailored to your situation, we recommend speaking to a professional.

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