


# Income Tax and National Insurance Savings Explained




### CYCLE TO WORK



- ✓ Employee saves Income Tax
- ✓ Employee saves NIC\* Class 1
- ✓ Employer saves NIC\* Class 1A

### CHILDCARE VOUCHERS



- ✓ Employee saves Income Tax
- ✓ Employee saves NIC\* Class 1
- ✓ Employer saves NIC\* Class 1A

### WORKPLACE NURSERY




- ✓ Employee saves Income Tax
- ✓ Employee saves NIC\* Class 1

### HOLIDAY EXCHANGE\*\*




- ✓ Employee saves Income Tax
- ✓ Employee saves NIC\* Class 1

### TECHNOLOGY



- ✓ Employee saves NIC\* Class 1
- ✓ P11D Applicable

### MOBILE



- ✓ Employee saves NIC\* Class 1
- ✓ P11D Applicable

### HEALTHCARE




- ✓ P11D Applicable

### CAR PARKING




- ✓ Employee saves NIC\* Class 1
- ✓ Employer saves NIC\* Class 1A

### DINING CARD



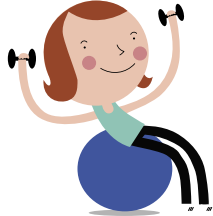
- ✓ Employee saves NIC\* Class 1
- ✓ P11D Applicable

### CAR SCHEME\*\*\*



- ✓ Employee saves Income Tax
- ✓ Employee saves NIC\* Class 1

### GYM



- ✓ Employee saves NIC\* Class 1
- ✓ P11D Applicable

### WILL WRITING



- ✓ Employee saves NIC\* Class 1
- ✓ P11D Applicable

#### P11D Applicable Benefits

If you run the benefits (NIC Savings Only) through payroll as an employee NIC class 1 saving only, this will not need to be declared on a P11D.

If you run the benefits (NIC Savings Only) through payroll to include both an Employee Income Tax and Employee NIC Class 1 saving, this will need to be declared on a P11d for Tax purposes.

\*NIC- National Insurance Contributions

\*\*Tax and NIC savings only applicable on the purchasing of additional holidays

\*\*\*Tax and NIC savings only applicable on cars with 75Co2 emissions or lower

Further information on Salary Sacrifice benefits can be found at <https://www.gov.uk/guidance/salary-sacrifice-and-the-effects-on-pay>