

WILTSHIRE COUNCIL

Staffing Policy Committee

5th January 2023

Tusker

Purpose

The purpose of the report is to provide an overview of the Tusker green car salary sacrifice scheme which was approved for implementation by CLT on 14th November 2022.

This item is presented at SPC for information.

Background

1. Through the Tusker green car salary sacrifice scheme, staff can sacrifice a fixed amount of their salary each month in exchange for a ULEV (electric or hybrid) vehicle for business and personal use. There is no deposit required, and the amount is 'sacrificed' from the employee's salary before income tax and National Insurance, so employees and employers can save on the contributions they pay. The fixed monthly payments also include road tax, MOT and servicing, fully comprehensive motor insurance, and breakdown cover.
2. This new benefit will be accessible via the Wiltshire Rewards portal. The scheme will be available to all staff, excluding schools' staff, subject to eligibility criteria such as contract length. National Minimum Wage checks will also be undertaken, similarly to the Cycle to Work scheme, to ensure that the amount of salary sacrificed monthly does not result in the employee's salary falling below the National Minimum Wage.
3. A number of local authorities and other public sector authorities currently offer the Tusker scheme as a staff benefit. The adoption of this scheme will align our organisation to comparators within the job market, supporting recruitment and retention.

Equalities impact of the proposal

4. This scheme was taken to an equality impact assessment panel on 19th December 2022. The panel did not have any concerns regarding the scheme.

Risk Assessment

5. The terms and conditions of the scheme have been reviewed by colleagues within Legal Services, Insurance, and Information Governance. The risk for the council as an employer is minimal, as the employee holds the liability, and the employer acts merely as the facilitator of the salary sacrifice element.

6. Colleagues in Legal Services wished to highlight the responsibility the council has as an employer to support staff to understand the risks of signing up to the scheme, and to fully comprehend their responsibility and liability to Tusker. This will be taken into consideration at the point of implementation.

Recommendations

7. N/A – item presented for information.

Tamsin Kielb
Assistant Director HR&OD

Report Author: Francesca Hyde, Strategic Projects and Policy Officer