



# Bus to Work Scheme

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Savings of up to 41% on the cost of bus travel to work for employees

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Operated via salary sacrifice, saving the employee tax and national insurance, and saving the employer national insurance

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Environmentally responsible. Helps discourage car use, cutting parking congestion and carbon emissions

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**Fair Care**  
Employee Benefits

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Fair Care has developed a simple, fully outsourced solution for employers wishing to implement this benefit, with any costs being more than covered by the employer's national insurance savings.

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As long as the journey is local (within a 15 mile radius of the workplace), employers can provide bus passes for their employees without the employee paying any income tax or national insurance on the cost of the bus pass.



Operated as a salary sacrifice scheme, the cost of the bus pass is met by the employer and then recovered from the employee by way of deductions from their gross pay.

	Basic Rate Taxpayer @ 20% NI @ 11%	Higher Rate Taxpayer @ 40% NI @ 1%
<b>Bus Pass cost</b>	£500	£500
<b>Cost to a scheme member</b>	£345	£295
<b>Saving to the employee</b>	£155	£205
<b>Saving to the employer</b>	£64	£64

(Figures shown above are for example only)

Simple and quick to set up, the communication, marketing and administration of the scheme is fully outsourced.

All documentation will be tailored to your needs and personalised with your organisation's logo. Fair Care will also liaise with your local bus operating companies to ensure bus pass supply arrangements are in place.

Regular scheme reports will keep you abreast of scheme membership and indicate the values to go through payroll as gross pay deductions. Payroll deductions will normally commence in the month after the bus passes are issued.

Any questions from your employees are answered by our helpdesk, which is there to help throughout the life of the scheme.

### Benefits of Implementing the Fair Care Bus to Work Scheme:

- A tangible benefit, with employees making quantifiable savings of up to 41% on the price of a bus pass, and national insurance savings for employers too
- A self-funding enhancement to the benefits package
- Minimised involvement for the employer in scheme launch and ongoing administration
- Reduces parking pressures
- Helps cut your organisation's carbon footprint - a positive move to improve your environmental stance.

### The Facts

Bus to Work Scheme

# 15

miles – bus passes for journeys within a 15 mile radius of the workplace can be provided through the scheme.

# 41%

can be saved on the price of an annual bus pass.

# 80%

is how much cheaper it can be travelling by bus than commuting by car.

## Getting Started...

Implementing a Bus to Work Scheme is very straightforward. We will just need to ask you a few simple questions to establish your preferences, and then we will construct your scheme. Please call the number below to speak to one of our consultants.

# 0800 652 4745

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## Our Services

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If you would like more information on any of our services, visit our website [www.faircare.co.uk](http://www.faircare.co.uk) or call **0800 652 4745** to speak to one of our consultants.

Our range of employee benefits solutions includes:

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CHILDCARE VOUCHERS

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CYCLE TO WORK SCHEMES

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GREEN CAR SCHEME

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**BUS TO WORK**

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SMART PARKING SCHEME

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SALARY SACRIFICE PENSION SCHEMES

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STAFF DISCOUNT SCHEME

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THE JAM CARD

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HEALTH CLUB & WELLBEING SCHEME

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HEALTH SCREENING

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CORPORATE HEALTH & WELLBEING SERVICES

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EMPLOYEE ASSISTANCE PROGRAMME (EAP)

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BENEFITS CONSULTANCY

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HR PROTECT

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TOTAL REWARD STATEMENTS

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FLEXIBLE BENEFITS CONSULTANCY

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HOLIDAY TRADING

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REWARD & RECOGNITION

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Fair Care Employee Benefits Limited  
1 Farnham Road, Guildford,  
Surrey GU2 4RG

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**T:** 0800 652 4745 **F:** 0845 241 0984

**E:** [info@faircare.co.uk](mailto:info@faircare.co.uk)

[www.faircare.co.uk](http://www.faircare.co.uk)

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