

# Childcare Vouchers...

Gemelli Childcare Vouchers are a simple, flexible and tax efficient way for employers to help employees with childcare costs. The scheme was introduced by the Government to help support working parents. It operates on a salary sacrifice basis whereby an employee chooses to exchange part of their salary to cover the cost of childcare for children up to the age of 16.

Employers can give employees up to £2,916 per year tax free in childcare vouchers, saving parents up to £933 each in Tax and National Insurance. Companies save on their Employer's National Insurance contributions.

*Making quality childcare more affordable*



## Benefits to Employer

- Savings on Employer's National Insurance Contributions - up to £402 per employee per annum
- Increases staff morale and employee engagement
- Helps to recruit staff whilst demonstrating commitment to your staff
- Improves staff retention - helps to make it worthwhile to return to work
- Simple and flexible to set up - fully managed scheme or self-administration options available
- The scheme is self-financing

## Benefits to Employee

- Save up to £933 per annum in Tax and National Insurance
- Double your savings if both parents join the Childcare Voucher Scheme - up to £1866 per annum
- Assists in managing family finances and reduces childcare costs
- Freedom to choose where and when you use the vouchers
- Childcare vouchers can be for as little as £10 per month and can be banked until required
- Childcare Vouchers can be used for child-minders, nannies, day nurseries, play schemes, pre-school, before/after school clubs, boarding fees, educational centers or holiday clubs
- Certain holiday club discounts and promotions available through Gemelli

Illustration of savings	Maximum allowance		Maximum annual saving
	Per week	Per month	
Basic rate tax payer (20%)	£55	£243	£933
Higher rate tax payer (40%)	£28	£124	£625
Additional rate tax payer (45%)	£25	£110	£620

## Key Points

- Scheme must be made available to all employees
- No minimum numbers required
- Childcare Vouchers can only be used with Registered or Approved Childcare Providers
- Salary after salary sacrifice deductions must not fall below the National Minimum Wage

**For more information or to register...**

Call our helpline on 01280 851113 - open 8am-8pm Mon-Fri / 9am-5pm Sat  
email [Enquiries@GemelliEB.co.uk](mailto:Enquiries@GemelliEB.co.uk) [www.GemelliEmployeeBenefits.co.uk](http://www.GemelliEmployeeBenefits.co.uk)