

# Cycle to Work...

The Gemelli Cycle to Work Scheme offers employers a simple, flexible and effective way of providing Tax Free bikes to their employees and operates on a salary sacrifice basis whereby an employee can choose to exchange part of their salary to cover the cost of a bike and safety accessories without paying Tax or National Insurance on the value.

The Cycle to Work Scheme is a Government initiative aimed at supporting the Green Transport Plan and the use of bikes as a more sustainable mode of transport to travel to and from work.



## Benefits to Employer

- Financial savings on Employer's National Insurance Contributions
- Improves company's green and environmental credentials
- Supports the Green Travel Plan which companies may be required to operate
- Leads to a healthier workforce - reducing absenteeism and increasing productivity
- Reduces workplace parking problems
- Reduces traffic congestion and pollution levels
- Helps recruit, retain and motivate your people
- The scheme is self-financing

## Benefits to Employee

- Save money on bikes and accessories - save up to 47% off the retail price
- Get the bike and accessories of your choice
- Spread the cost over 12 or 18 months
- Use supplier of your choice – online or in store.
- Free delivery to your door or collect from local store
- No minimum value (maximum value £1000)
- Access to specialised cycle insurance
- Improve health and fitness levels

## Key Points

- Salary after salary sacrifice deductions must not fall below the National Minimum Wage
- Scheme must be made available to all employees
- No minimum numbers required
- Employees must be over 18 years