

# Green Commute Initiative

The UK's industry leading C2W provider



# Cycle to work with GCI

## About us



Green Commute Initiative is the UK's industry-leading cycle to work scheme with no £1,000 limit. Established in 2016 as a Social Enterprise, GCI's vision is to get commuters out of cars and onto any kind of bike, with the dual purpose of improving both the individual's health and wellbeing, as well as reducing the environmental impact of pollution and congestion from cars.

GCI is self-supporting and generates the monies we need to make things happen. We put our profits back into getting more commuters cycling and are passionate about E-bikes, believing they are the future of commuter travelling. As a Social Enterprise that cannot take on debt, GCI won't go bust so the your bikes are safe with us; there won't be any creditors asking for the bikes back.

Green Commute Initiative is HMRC compliant and FCA authorised and regulated for consumer hire.

### Benefits for employees

- ◆ Save up to 47%, depending on your tax rate
- ◆ No £1,000 limit means commuter-quality bikes
- ◆ Get the bike you actually want/need (electric, cargo, conventional, adapted or specialist)
- ◆ Get an E-bike and accessories inc. clothing
- ◆ No end-of-scheme fees
- ◆ Actually own the bike at the end of the scheme
- ◆ E-cycle to work without getting hot and sweaty
- ◆ Reduce air pollution
- ◆ Save money on the running costs of a car
- ◆ No car parking worries
- ◆ Enjoy using the bike at the weekends too
- ◆ Help make the planet a better place to live

### Benefits for employers

- ◆ Inclusive scheme for all employees regardless of any disability or mobility issues.
- ◆ Save up to 13.8% on reduced employer's NI contributions
- ◆ GCI can finance the scheme to ease cash-flow
- ◆ Reduced admin as GCI handles almost all of the paperwork
- ◆ Give staff a viable option for cycling to work on E-bikes
- ◆ Support employees health and fitness goals
- ◆ Improve staff retention
- ◆ Create a happier workplace
- ◆ Ease congestion in your local area
- ◆ GCI will help promote the scheme to staff

### Why we love E-bikes

With an E-bike you can sail over hills and cruise long distances, all because of the battery. This powers the bike, when you want it to, so whenever you feel cycling is taking too much effort, activate the power and away you go.

E-bikes are great for the environment and great for commuting; cycle in your business attire without getting hot & sweaty and arrive at work on time, feeling energised, and not stressed from the commute.

We call it the E-bike smile. *Once you've been on an E-bike, you'll never look back!*

Contact us today!

[Info@greencommuteinitiative.uk](mailto:Info@greencommuteinitiative.uk)

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# Cycle to work with GCI

## Information for Employers



### Better than the rest

The Green Commute Initiative (GCI) is vastly better than the standard Cycle to Work schemes from other providers. There's no limit and employees will save their full tax rate on the whole price of the bike. Unlike other schemes, there is no 7% end of scheme sting if employees want to own the bikes!

### Why no £1,000 limit

With other C2W schemes, the employer is the hirer. Unless they are authorised by the FCA, they have to use the exemption for C2W schemes which has a limit of £1,000.

GCI is authorised by the Financial Conduct Authority for consumer hire so we can hire any value directly to the employee.

### How GCI works

The employer buys a voucher for the hire of a bike package inc. any accessories and provides it to the employee. GCI hires the bike directly to the employee.

The employee sacrifices the same amount of salary as the cost of the voucher. The sacrifice is made from gross pay so high rate taxpayers will save 42% and low rate taxpayers save 32%.

### Is this legal?

Yes, of course! Ernst & Young as well as HMRC guidance confirms it. The GCI model is also featured in the new DfT guidance on cycle to work scheme.

### Instant GCI - the fastest C2W scheme

Instant GCI is perfect for a small number of bikes or pilot schemes. Everything is submitted online. We send a pro-forma invoice and once that's paid we will send out agreements for electronic signature. Then the bike is authorised for release. You'll get a receipt for your payment and full instructions on salary sacrifice. It's a same day service!

### Corporate GCI for larger organisations

If you have more employees we can offer a bigger solution. You get a control console so you can validate each order. It's all electronic so minimal administration for you. We can tailor offer windows to suit your corporate goals or you can be on all the time. We're flexible!

### The easiest scheme to administer

Order information is submitted on-line and all our agreements are signed electronically. Employees can use PCs, tablets or Smartphones. So there is no pile of paper agreements to wade through.

### No end of scheme sting!

GCI manages the entire end of scheme process with a free-of-charge 5yr 9mth loan. Your employees can then buy the bike for £1. We take care of everything; there won't be a tax liability for your employees and no end of scheme 7% sting to de-motivate them.

### Two separate agreements

GCI uses separate Salary Sacrifice and Hire agreements. You can agree a long sacrifice period with your employees, making better bikes more affordable for them.

### Finance available

You can use third party finance for the acquisition of the vouchers - there is a small charge of around 7% which is more than covered by your 13.8% employer's NI saving. So you're still better off by around 6%. If you choose to finance the purchase, there is a minimum order value of £3,500.

### Not just e-bikes

GCI makes any bicycle possible so your employees can choose from e-bikes, road or off-road bikes, folders or cargo bikes. No £1,000 limit massively increases the choice available. If it's a bicycle under the Road Traffic Act, it qualifies.

### A professional hirer

With Ordinary C2W schemes, the employer is the hirer of the bikes. So if there is a problem with the bike it means a problem for your HR department. GCI is different, because we hire the bikes directly. So the hirer responsibility is ours.

As Europe's largest hirer of bikes we have far more expertise and clout with bike suppliers than your HR department could ever have.

### Our suppliers

We have over 1,300 suppliers, a list which is growing every day. We'll even recruit resellers directly to meet your staff requirements.

# Cycle to work with GCI

## Information for Employees



### Am I eligible?

If you are a UK PAYE taxpayer, your employer is willing, and the salary sacrifice doesn't take you below minimum wage, then you can benefit!

### How much will I save?

Lower rate taxpayers will save 32%. Higher rate will save either 42% or 47%. If you earn more than £50,000pa, you'll be a higher rate taxpayer. Additional rate and Scottish taxpayers may vary.

You'll save your tax rate on the full price of the bike, so a lower rate taxpayer will save £640 on a £2,000 bike (32%).

### This is how it works

With GCI, your employer can provide you with a bike as a tax-free benefit-in-kind. This means you don't have to pay tax on the price of the bike.

For example, for £1,000 gross pay you get £1,000 worth of bike. Without GCI you'd have to pay tax and NI and would only have £680 left to buy the bike or £580 if you are a higher rate taxpayer.

Because you're not paying tax on the bike, you get a much better bike for a smaller reduction in your take home pay i.e. a £1,000 bike for £680 take home pay (£580 take home for higher rate taxpayer).

| Example savings for higher rate tax payers |        | Example savings for lower rate tax payers |        |
|--|--------|---|--------|
| Bike package price                         | £2,452 | Bike package price                        | £1,297 |
| Net monthly cost (18 months)               | £79    | Net monthly cost (18 months)              | £49    |
| You save 42%                               | £1,030 | You save 32%                              | £415   |

### Two simple agreements

There are two simple agreements to sign:

- A *Salary Sacrifice Agreement* between the employer & employee;
- A 3 month *Hire Agreement* between the employee & GCI.

As there are two separate agreements, it's possible for the Salary Sacrifice Agreement to be for longer than 12 months which is the minimum term allowed; 18, 24 and 36 months

agreements are common. This provides flexibility and makes e-bikes more affordable for lower paid employees.

### How Instant GCI works

You obtain a quote from one of our [resellers](#) for the equipment you would like to hire. Enter the quote and other information onto the [Instant GCI form](#).

When the form is submitted it will produce a pro-forma invoice to the employer for a hire voucher. You can print it out and we'll also email you a copy.

When the pro-forma is paid we'll send you, the employee, the salary sacrifice agreement and the hire agreement for electronic signature. It's easy - all you need is a smartphone, tablet or PC.

### Collecting the bike

Once you've signed, we'll authorise the bike shop to release the bike and send you a collection voucher.

### End of scheme arrangements

The hire agreement is for 3 months and is separate from the salary sacrifice agreement will be for a longer period. At the end of the hire period, we can't simply give you the bike because if we do you will incur a tax liability based on 25% of the purchase value of the bike.

So, we'll make you a free loan of the bike for 5yr 9mth and at the end of that period, we can transfer the ownership title to you for a £1 fee. In practice, the bike is yours from day one.

Some other C2W providers will charge you 7% of the value of the bike to do this. We think that's a con!

### More information

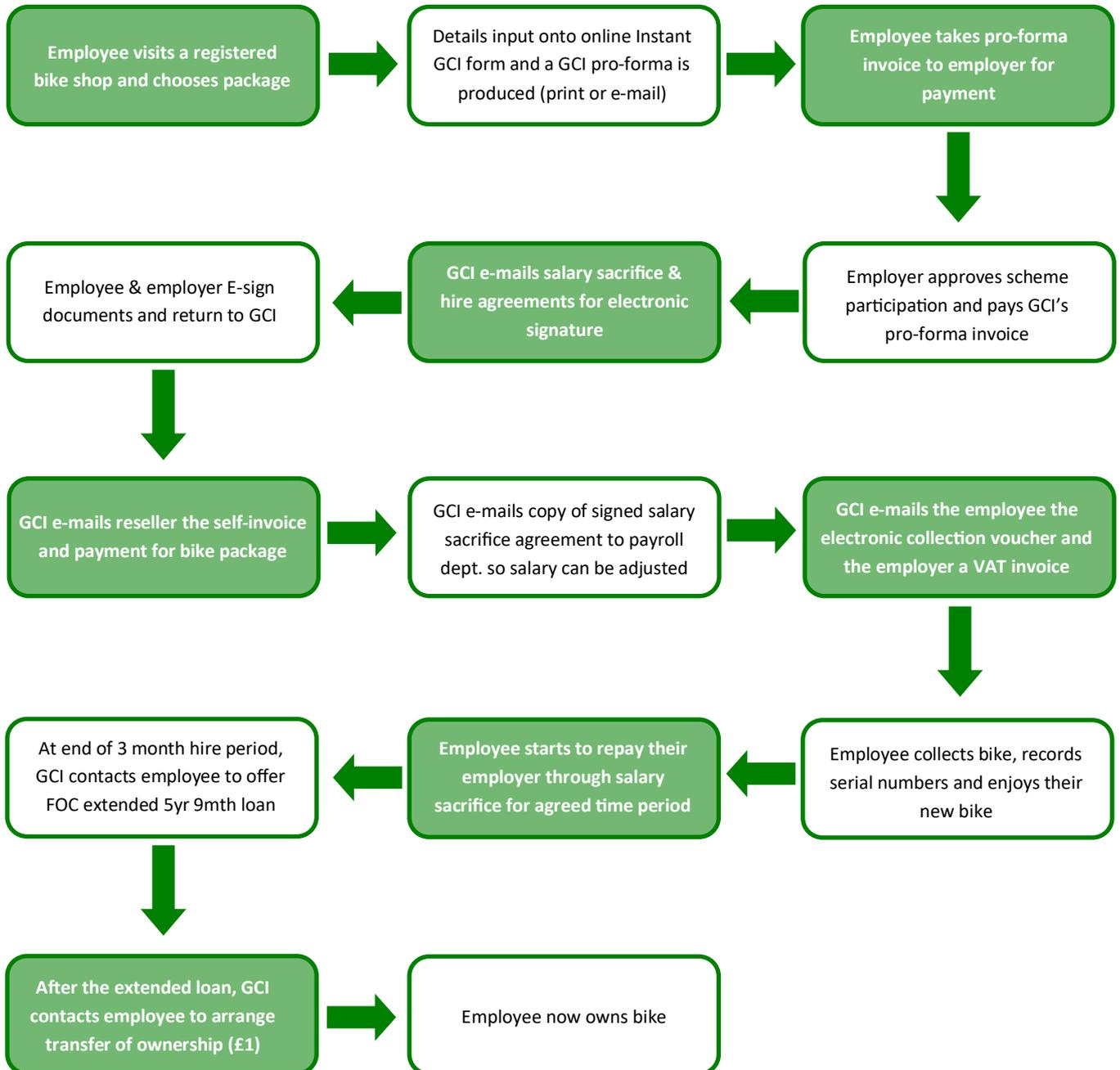
See our website [FAQ section](#) and visit the HMRC and FCA websites for information.

### Ready to go?

Start the process now and [submit your quote](#).

# Instant GCI

Step-by-step guide (pay as you go)





[www.greencommuteinitiative.uk](http://www.greencommuteinitiative.uk)

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