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KEY GUIDE

# Making the most of fringe benefits

# Introduction

## MORE THAN JUST A SALARY

While pay rises are normally popular, they aren't the only way to reward employees and directors. A fringe benefit is essentially any type of non-monetary compensation, and can be anything from pension provision to medical cover, a company car or the use of a company yacht.

The tax rules for fringe benefits change frequently, so it is important to use up-to-date information and plan ahead. Just because a benefit is, or is not, tax efficient this tax year, the situation may change in the future. For example, from 6 April 2020, there will be substantial reductions to the percentage surcharges applied to company cars that can only be driven in zero-emission mode and also for many plug-in vehicles.

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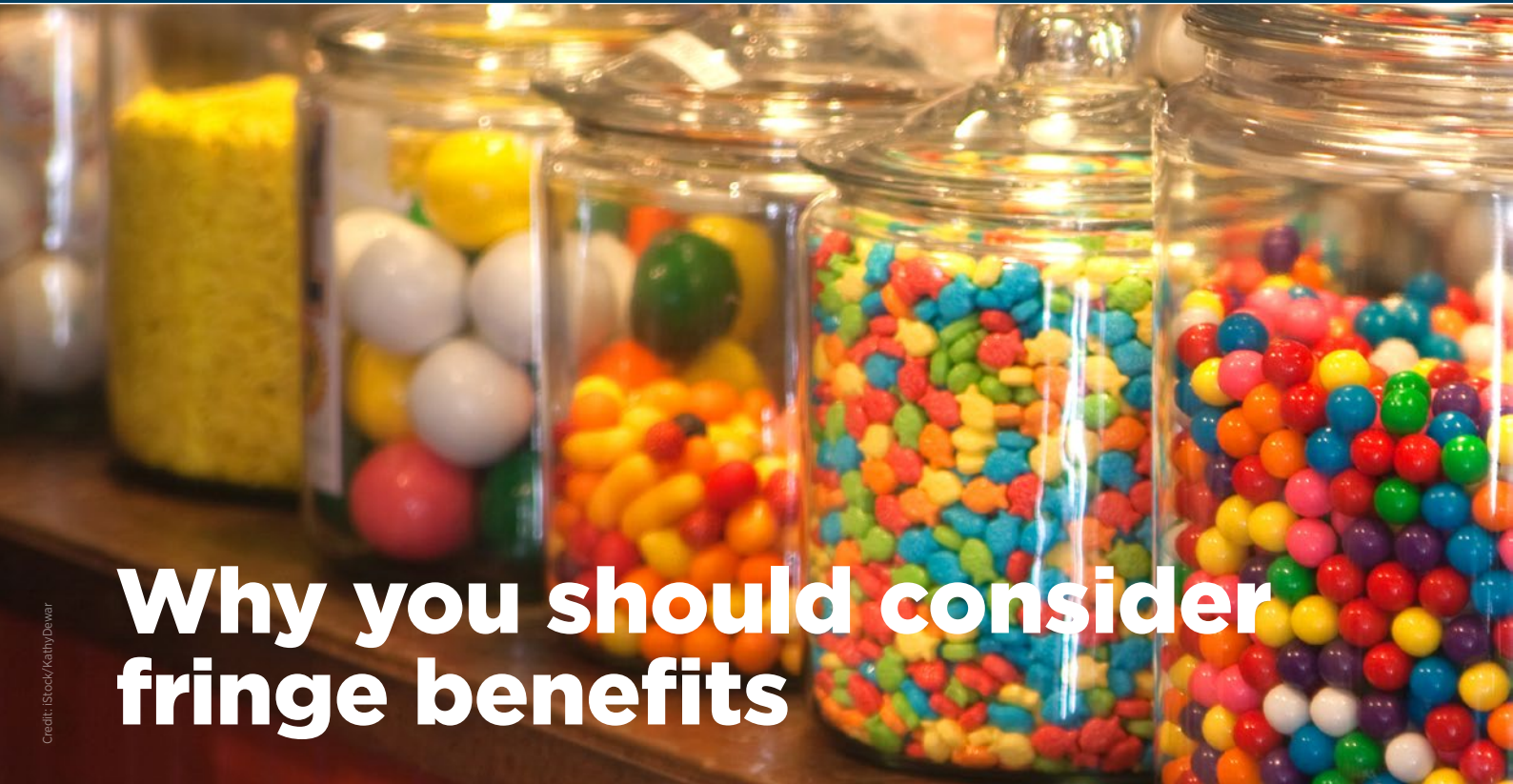
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Credit: Blook/Kathy Dewar

# Why you should consider fringe benefits

As a director, there might be a tax advantage to taking a benefit rather than the additional income needed to purchase the benefit yourself. As an employer, you will be looking to use fringe benefits to attract, reward and retain employees. Benefits can be provided on top of normal salaries, or they may be provided as part of a salary sacrifice arrangement.

Some fringe benefits are completely free of tax, whilst some benefits are free of national insurance contributions (NICs) as far as employees are concerned. As an employer, you may well be able to acquire some benefits, such as medical cover, at a discount on what an employee would have to pay for the benefit personally.

## TAX TREATMENT

All employees (with certain exceptions) are treated the same when it comes to the taxation of fringe benefits.

Employees are generally taxed on what it costs to provide the benefit. If medical insurance costs £1,250 a year per employee, then that is the figure each employee will be taxed on. If you or an employee simply has the use of an asset, such as a laptop, then the taxable benefit is calculated as 20% of the asset's value when first provided. Of course, the asset might be rented, and in that case the rental figure will be used if higher.

However, there are special computational rules for certain fringe benefits, such as company cars, fuel for private use and cheap loans. The amount of taxable benefit is proportionately reduced where a benefit is only available for part of a tax year, and any amounts paid towards the benefit (by you, as a director or an employee) will reduce the taxable figure.

Unless tax free, benefits are subject to income tax at an employee's marginal rate (20%, 40% or 45% for the UK

excluding Scotland, with rates ranging from 19% to 46% for Scottish taxpayers), with tax normally collected under Pay As You Earn (PAYE). Although there are generally no employee NICs on fringe benefits, you, as the employer, will have to pay Class 1A NIC at the rate of 13.8% on all taxable benefits. The costs of providing employee benefits will usually be deductible in calculating your taxable profits, either as an expense or as capital allowances if you purchase something such as a company car.

### Planning point

Consider making use of a specialist benefits provider because this will remove your administrative burden and give your employees access to a wide choice of benefits that can be selected to suit their lifestyle.

## SALARY SACRIFICE

Most of the tax and NIC advantages of many salary sacrifice arrangements were removed from 6 April 2017. However, this change does not apply to pension contributions, childcare, low-emission cars or health-related benefits such as cycling to work. Transitional rules apply to arrangements in respect of high-emission cars, accommodation and school fees that were in place prior to 6 April 2017.

Salary sacrifice is where an employee gives up a portion of their salary in return for a fringe benefit. The arrangement obviously works best where the benefit is tax free, and will typically involve one not affected by the recent changes such as pension contributions or childcare vouchers. There will be little or no additional cost for you in providing such benefits under a salary sacrifice arrangement, but there are tax advantages all round.

Within set limits, employer pension contributions can be made on behalf of an employee free of tax and NICs, and it does not matter whether contributions are to a company scheme or to a personal pension scheme.

### EXAMPLE Salary sacrifice using pension contributions

Joan, one of your employees, has a gross salary of £30,000 and is personally making pension contributions of £2,000. Although income tax is only paid on £28,000 (£30,000 - £2,000), NICs for both you and Joan are based on the full £30,000. Under a salary sacrifice arrangement, Joan could give up £2,000 of her salary, with you then making the £2,000 pension contributions. The tax position is unchanged, but NICs would then be calculated on the lower salary of £28,000 – particularly beneficial here because Joan saves NICs at the 12% rate.

Being able to take 25% of the pension fund tax-free from age 55, with total withdrawal flexibility for the remainder of the fund, simply enhances the arrangement. The basic idea works equally well for you, as a director, because pension contributions can be paid rather than drawing profits as remuneration or dividends.

The same principle applies with childcare vouchers where employees can be given tax-free vouchers of up to £2,916 per parent each year to help with their childcare costs. However, the childcare voucher scheme is no longer available to new entrants.

#### Planning point

Ensure that contractual arrangements are watertight so that employees are not able to swap between salary entitlement and fringe benefits whenever they like. Otherwise, the salary sacrifice arrangement will not be valid.

## SOCIAL BENEFITS

Benefit packages increasingly include a range of social benefits focused on health care, childcare, eldercare and green issues. There can be a fine line between those benefits which are tax-free and those which are taxable.

Your employees can make use of a company gym without any tax implications, whether it is provided free or at a subsidised price. You can also provide healthy food in a company canteen. However, if you pay for a fitness club membership or provide a dining card there is a taxable benefit. You can provide tax-free annual health checks, counselling and eye tests (where an employee is required to use a computer), but medical insurance and medical treatment will normally be taxable. There is an annual exemption of up to £500 where you pay for medical treatment to help an employee return to work following sickness or injury.

You can provide your employees with a nursery or child-minding facilities on a tax-free basis but, except for the limited childcare voucher exemption (which is no longer open to new entrants), any other childcare support you provide will be taxable. The same applies if you provide financial support to employees that care for elderly parents (eldercare). However, you can assist your employees with both childcare and eldercare by offering flexible working and working from home – neither of which will result in any benefit implications. You can pay a tax-free amount of up to £4 a week towards the additional costs an employee incurs from working at home.

Cycling to work can be encouraged by providing employees with tax-free bicycles on loan and safety equipment, with the employee having the opportunity to purchase the bicycle at a fair market value following the end of the loan period. Bicycles and safety equipment are often provided under a salary sacrifice arrangement. You can also arrange for employees to have cheap or free travel on public bus services, or even go as far as providing a free work bus. However, the provision of a transport pass that covers a wide area (such as the London Oyster card) will not be tax-free.



**Planning point**

If possible, make sure that the conditions for tax-free status for social benefits are met. The requirements can be quite strict, with the benefit normally having to be available to your entire workforce.

**CAR BENEFITS**

The company car will often be the first thing that comes to mind when the subject of fringe benefits comes up, but this traditional company perk can easily be very tax inefficient. What is often overlooked is that a car's age and cost are irrelevant when it comes to calculating the taxable benefit, as is the amount of business mileage.

The taxable benefit for a company car is calculated as a percentage of the car's list price, with the percentage determined by the level of carbon dioxide (CO<sub>2</sub>) emissions. The use of list price means that any discount on the purchase price is ignored, and that the same value continues to be used even when a car is several years old. It makes no difference whether a car is bought outright or leased.

The car benefit covers all of all the costs associated with having a car such as insurance and repairs, but not fuel for private motoring.

When it comes to CO<sub>2</sub> emissions, modern hybrid cars generally have much lower rates compared to petrol and diesel variants. Plug-in hybrid variants have particularly low emission rates. All-electric cars are currently subject to the minimum rate of 16%, although they of course have the benefit of very low running costs. The list price of an electric or hybrid car always includes the cost of the car's battery.

An employee can contribute up to £5,000 towards the cost of a company car, with this being deducted against the list price. It might be worthwhile making such a contribution if it means that a car with much lower emissions could be obtained than

otherwise would be the case – hybrid variants typically costing a few thousand pounds more than normal variants.

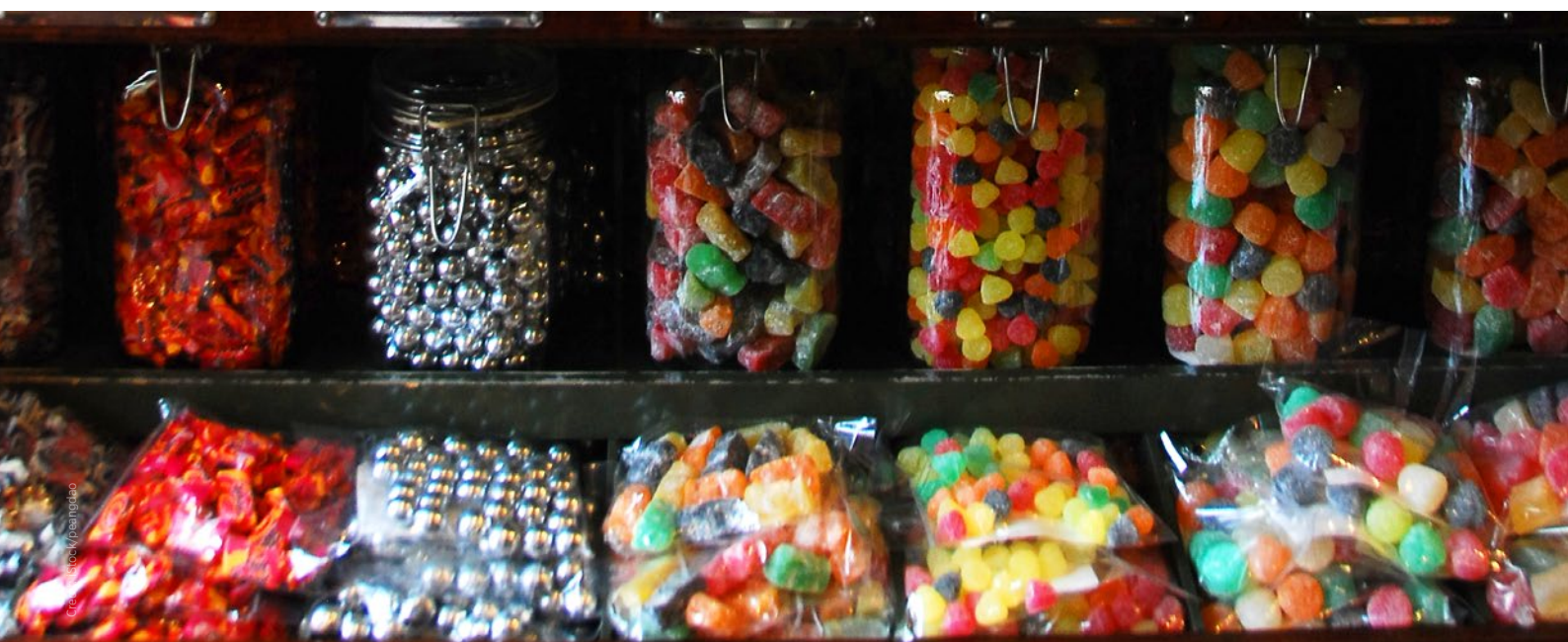
**EXAMPLE****Company car choice**

Zoe, a director who pays tax at 40%, is going to be provided with a new company BMW 5-Series Saloon. She has narrowed the choice down to the plug-in variant, costing around £46,700, and a petrol variant, costing around £42,700. Surprisingly, the tax cost of the petrol variant is around 175% of the plug-in variant, despite the list price being £4,000 less.

For 2019/20, the percentage used is on the following scale:

- 16% where a car's CO<sub>2</sub> emissions do not exceed 50 g/km.
- 19% for emissions between 51 and 75 g/km.
- 22% for emissions between 76 and 94 g/km.
- A 23% rate applies at 95 g/km, rising in 1% steps for each additional 5 g/km.
- The percentage charge is capped at a maximum of 37%.
- A surcharge of 4% is applied to diesel cars (but not diesel hybrids) unless a diesel car is certified to the Real Driving Emissions 2 (RDE2) standard, subject to the maximum percentage of 37%.

For 2020/21, there will be a general 1% increase in company car percentages, although there will be reductions for lower emission cars. The electric range of ultra-low emission cars will also be taken into account, resulting in substantial percentage reductions for cars that can travel a high distance on just electric power. A 2% charge will apply to cars that can only be



driven in zero-emission mode and also for plug-in vehicles with CO<sub>2</sub> emissions between 1 and 50 g/km and with an electric range of 130 miles or more.

### Fuel

Where any fuel is provided for private motoring, there will be an extra taxable benefit. This is calculated using the same percentage as for car benefits, but based on a fixed value, which for 2019/20 is £24,100. Unlike other benefits, where an employee's contributions automatically reduce the amount of benefit, there is no reduction for contributions towards the cost of private fuel unless the entire cost is reimbursed. It will often be beneficial to avoid the tax cost of a fuel benefit by paying for all private fuel, especially where the amount of private fuel is quite low or the car has high CO<sub>2</sub> emissions.

There is no fuel benefit for all-electric company cars because electricity is not classed as a fuel. There is also no benefit-in-kind where an employer provides workplace charging points for employees to recharge their electric or hybrid cars at work.

### Planning point

Make sure you carefully consider the tax cost and other factors before opting for a company car – throughout the entire period of use, not just for the current year. Unless you opt for a low-emission car (especially hybrid and plug-in hybrid variants) it may be the case that taking additional remuneration or dividends, and then buying or leasing a similar car personally, is a more tax-efficient option.

### CHEAP LOANS

You might make cheap or interest-free loans to employees, maybe for them to purchase a season travel ticket or to buy their own car. The good news is that tax is not charged where the value of loans provided to an employee does not exceed £10,000 at any point during the tax year. However, if the £10,000 limit is exceeded by just a few pounds, then this exemption does not apply.

Where loans are taxable, the benefit is calculated as the difference between the amount of interest at HM Revenue & Customs' (HMRC's) official rate and the amount of interest actually paid. For 2019/20, the official rate is 2.5%.

### OTHER EXEMPT BENEFITS

The most common benefit not already mentioned is the provision of a mobile phone for private use. You and each employee are permitted one tax-free mobile phone, but make sure that it is the company that owns the phone and takes out the contract with the telecoms company. A second phone will be taxable, as is any other device such as a tablet or laptop, even if they have telephone functionality. Mobile phones used solely for business, or with insignificant private use, are always exempt.



### EXAMPLE Cheap loan benefit

On 6 April 2019, Jones Ltd made a £15,000 loan (with an interest rate of 1.5%) to an employee who wanted to buy a car, with £5,000 being repaid by 5 April 2020. The average amount outstanding throughout 2019/20 is £12,500, so the taxable benefit is £125 (£12,500 x 1% (2.5% - 1.5%)). The benefit for 2019/20 could have been avoided if the interest rate charged had been set at 2.5%, although in any case there will be no benefit for 2020/21 given the £10,000 limit.

Be careful of relying on the £10,000 limit if you are also a company shareholder. In this case, a loan or an overdrawn director's current account could result in a tax charge for your company, with this charge applying whatever the amount of loan.

- Employees can be provided with a parking space for a car, motorcycle or bicycle.
- You can reimburse up to £8,000 of a new employee's moving costs if they have to move house to take up employment with your company.
- Employees can be provided with up to £500 of pension advice each year.
- There is also an exemption (with certain exceptions) for trivial benefits which do not cost more than £50 per employee.

**Planning point**

Don't forget that each year you can spend up to £150 per person for a Christmas party or similar function without any tax implications. Or you could throw two or more events provided the total per person cost does not exceed £150.

**HOW YOU SHOULD REPORT BENEFITS**

Form P11D is used to report details of benefits to HMRC each tax year. Unless benefits have been payrolled (see below), you will have to complete a form P11D for each employee that you provide with benefits, although most payroll software will include P11D completion together with electronic submission to HMRC. An alternative is for you to use HMRC's online end of year expenses and benefits service which can deal with up to 150 employees. For 2019/20, P11Ds must be submitted to HMRC by 6 July 2020, with a copy given to the employee.

Form P11D(b) is used to declare the overall amount of Class 1A NICs due on taxable benefits provided during the tax year, and again this will normally be submitted electronically via your payroll software. The submission deadline is the same as for the P11Ds, although you have until 22 July 2020 to make the Class 1A NIC payment, provided this is done electronically.

On form P11D, you must also report any expenses paid to yourself or to employees which are not for business purposes. Expenses paid for business purposes are exempt and do not need to be reported.

The only in-year reporting required is with respect to company cars. Payroll software will handle the reporting requirements, and it is necessary to report when a car is provided, when there is a change of car or if a car is no longer provided. Reporting is on a quarterly basis.

**The advantage of payrolling benefits**

As far as you or your employees are concerned, any tax due on taxable benefits will usually be collected under PAYE by a reduction to the tax code. However, the end of year reporting of most benefits means that some tax will invariably end up being collected by way of an HMRC tax calculation (with the underpayment leading to a tax code reduction) or via the submission of a self-assessment tax return. There will then be an element of double collection, with tax for more than one year being collected at the same time.

This problem can be avoided by payrolling benefits. With payrolling, taxable benefits are put through your payroll on a current basis in the same way as cash earnings. Any benefits which have been payrolled do not need to be included on P11Ds.

With a few exceptions, all benefits, including company cars, can be payrolled. You can choose which benefits to include and any employee who does not wish for their benefits to be

payrolled can be excluded. The payrolling of company car benefits will mean that in-year reporting is not required.

**PAYE settlement agreements (PSAs)**

An employee will no doubt be very pleased if you provide a ticket for a concert or sporting event, but less so when it comes to paying the related tax bill. For some benefits, it is possible for you to take care of the tax bill on the employee's behalf using a PSA. Of course, it means paying the tax on a grossed up basis (the tax paid is also a benefit) using the employee's marginal income tax rate. So, if the ticket cost £180 you will have to pay tax of £120 ( $£180 \times 40/60$ ) for a higher rate taxpayer.

A PSA can generally only be used for small or irregular taxable benefits, but can be useful if you want to encourage employee participation in a company event without them suffering any tax consequences.

**Planning point**

If you want to payroll benefits for 2020/21 (it's too late to register for the current year), then you must register with HMRC before 6 April 2020. Registration is done using the payrolling benefits and expenses online service.

**HOW WE CAN HELP**

We can advise you how different fringe benefit packages will impact on both you and your employees.

If we are not already looking after your P11D reporting, then we are more than happy to take this on or to provide guidance if you continue to do so yourself. We can also help if you decide to payroll benefits.

There are frequent changes to the fringe benefit taxation rules, but we can keep you up to date well in advance of changes taking effect.



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