



Green Commute Initiative

Cycle to Work Scheme Provider

2022





ABOUT GCI

A not-for-profit social enterprise

Established in 2016 – a new era of the Cycle to Work Scheme

Eliminated scheme limits and so called “ownership fees”

Treats bike shops fairly

Department for Transport revised C2W specifically included GCI’s model (2019)

Free of charge – No cost to employer/employee





ABOUT THE SCHEME

- Incentivises people to switch to greener, cleaner modes of transport
- Pay for a cycle & accessories through your employer with monthly payments
- Salary sacrifice = tax savings
- It's a hire not a purchase
- Any type of cycle + parts and accessories (flexible/inclusive). Scooters not currently permitted by DfT.





BIG SAVINGS

You repay your employer monthly via your gross salary (salary sacrifice)

Employee Annual Salary:	Saving Amount:
£12,700 - £50,000	33.25%
£50,000 - £150,000	43.25%
£150,000+	48.25%



Example savings

Find out how much you could save with GCI

Total bike package price:
(including helmet and any other accessories)

£ 2000

Your salary:

£ 25000

✓ Annual salary

Hourly rate

Your salary payment frequency:

Monthly

Your salary sacrifices:

12

Your country of residence:

England

Calculate savings

Here are your potential saving:

The GCI savings calculator can only give an indication of your potential saving as your personal circumstances may cause it to differ

Total Bike package price:

£ 2000.00

Your monthly take home pay will be reduced by:

£ 111.25

Your total savings:

£ 665.00

Nominal charge for transfer of ownership:

£ 1.00

Your total saving as a percentage:

33.25%

Savings calculator link: <https://www.greencommuteinitiative.uk/savings/>



TWO AGREEMENTS

Salary Sacrifice Agreement

- Between the employee and employer
- Covers employees repayment terms (typically 12 months but can be less or more)
- Employer uses this to adjust employee's salary to recover the cost of the voucher

Hire Agreement

- Between the employee and GCI (GCI owns the bike)
- Three month hire period
- After the loan, GCI will offer a 5 year and 9 month free-of-charge extended loan agreement
- Loan enables you to make max. possible savings





BIKE OWNERSHIP EXPLAINED

Once the three month hire agreement has finished, you can either:

- opt out of the scheme
- enter into a free extended loan agreement for 5 years and 9 months

If you choose to opt out and take ownership, a benefit-in-kind tax will be due to HMRC, calculated using their Fair Market Values table.

The extended loan agreement means you can keep on using the bike without incurring any tax liability.

Please note: A £1 fee is charged at the end of the loan agreement for HMRC declaration purposes.



OPTING OUT EARLY - HMRC VALUATION



Valuation table

Age of cycle	Acceptable disposal value percentage	
	Original price of the cycle less than £500	Original price £500+
1 year	18%	25%
18 months	16%	21%
2 years	13%	17%
3 years	8%	12%
4 years	3%	7%
5 years	Negligible	2%
6 years and over	Negligible	Negligible

Extract from: <https://www.gov.uk/hmrc-internal-manuals/employment-income-manual/eim21667a>:



MAKING AN APPLICATION



Find or locate a registered retailer here:

<https://www.greencommuteinitiative.uk/gci-registered-bike-shops/>



Decide on their bike/accessories – Secure with a refundable deposit.



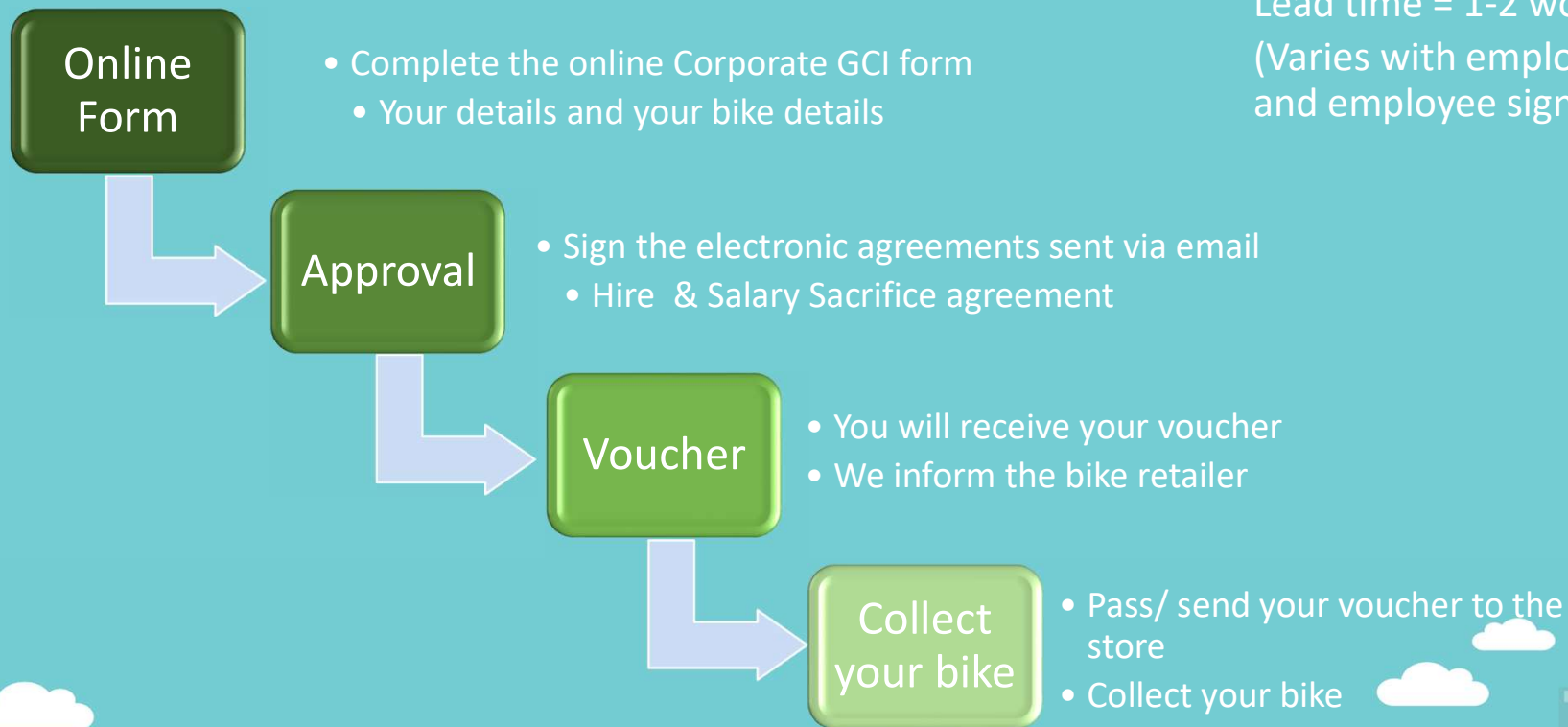
Apply through our Corporate GCI form here:

<https://www.greencommuteinitiative.uk/quote/>





4 SIMPLE STEPS TO USING GCI



Lead time = 1-2 working days average
(Varies with employer approval time
and employee signing off agreements)



GCI SCHEME INFORMATION

- The bike is to be used predominately (51%+) for commuting purposes
- For acceptable accessories, use a common sense approach – anything that directly supports you to safely to cycle to work (cycle computers, power meters, and car racks are excluded)
- If an employee leaves they will owe the outstanding balance on the Salary Sacrifice to the employer – the Hire Agreement/Loan Agreement with GCI continues regardless.





HERE TO HELP

Website

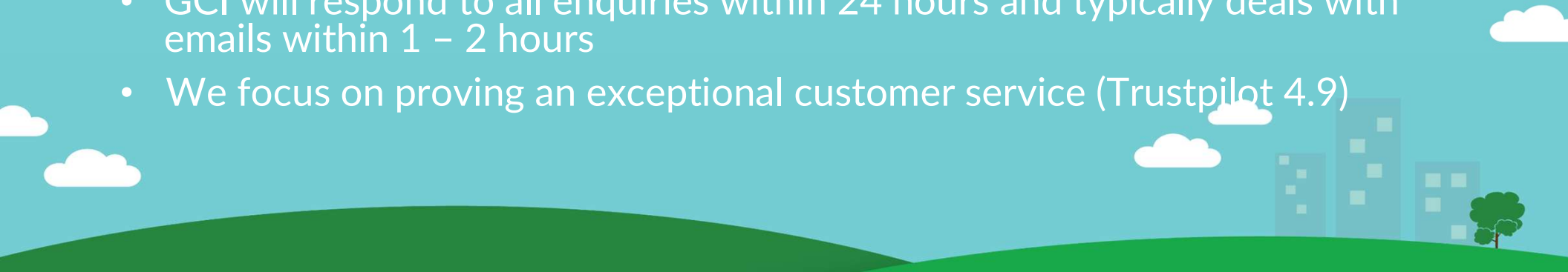
- www.greencommuteinitiative.uk – comprehensive FAQ section

Customer support

- Call **020 3740 1836** 9am to 5pm (Monday to Friday)
- Email: theteam@greencommuteinitiative.uk

Response times

- GCI will respond to all enquiries within 24 hours and typically deals with emails within 1 – 2 hours
- We focus on proving an exceptional customer service (Trustpilot 4.9)





Thank you

