

Greening the Grey Fleet Salary Sacrifice Scheme

The Potential for the Public Sector

Greening the Grey Fleet: Introduction

- Climate change action
- Grey fleet significant contributor to council emissions
- Many older vehicles
- Cost of EV prohibitive



What is a Salary Sacrifice Scheme?

- Works like a company car scheme, but with employees paying for the vehicle via a pre personal taxation salary deduction
- The over arching agreement is between the supplier and the Authority
- Tax efficiencies mean savings for the Authority
- Personal tax saving reduces cost of new vehicles for end users
- The benefits of the scheme for the Authority and end users are only realised with the provision of full electric vehicles

Benefits for the Authority

- Reduced net salaries generate NI savings
- Reduced age profile of vehicles being used on Authority business, therefore less risk from Duty of Care viewpoint (Grey Fleet)
- Improvement in environmental credentials, through switch to full electric vehicles
- Reduction in CO2 production
- Significant savings on the costs of re-imbursing business mileage
- Attractive offering which can be made available to all staff, improving satisfaction and retention
- Scheme available through existing frameworks

Benefits for the End User

- Access to full electric vehicles at attractive prices
- No large deposit required to enter scheme
- Lower running costs for private use, negates rising petrol and diesel costs
- Servicing and routine maintenance costs included in monthly rental
- Insurance included in monthly rental
- Fixed cost all inclusive motoring

Example Financials

Salary Sacrifice - Mini Electric		36 months 10,000 miles pa			
Assumptions		Employee Net Cost - 20% Taxpayer		Employee Net Cost - 40% Taxpayer	
TLP	30,500	Net salary deduction	322	Net salary deduction	275
BIK	2%	BIK	10	BIK	20
Finance rental	318		332		295
Service rental	14				
Insurance	80				
Contingency	30				
Employee Gross Deduction		Employer NIC Saving - 20% Taxpayer		Employer NIC Saving - 40% Taxpayer	
Net rental	332	NIC saved on salary foregone	71	NIC saved on salary foregone	71
Disallowed VAT	32	NIC payable on EV company car	-8	NIC payable on EV company car	-8
Insurance	80		64		64
Contingency	30				
	474				

Practicalities and Considerations

- Benefits are based on the current Benefit in Kind rates, which are published through to April 2025, so important to get on board before any changes occur
- Implementation process will require a set up team from departments across the Authority
- APSE will guide and manage this process, to ensure a smooth transition into the scheme
- Minimal ongoing administration such as payroll deductions and out of scope adhoc invoices.
- Routine operational assistance will be provided by APSE to audit supplier performance, invoicing and service delivery

Questions?

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Making sustainable and active travel an easy first choice for our community

Emily Harrup – Colchester Borough Council Transport & Sustainability Lead

February 2022

Today's presentation

Who we are

CBC transport projects towards net zero

Vision & objectives

Community engagement, barriers & evidence base

What we Do: CBC Sustainable Transport Projects



Colchester

- Population of 190,000 and growing
- Roman city
- AQMA and traffic congestion
- Essex County Council Highways Authority

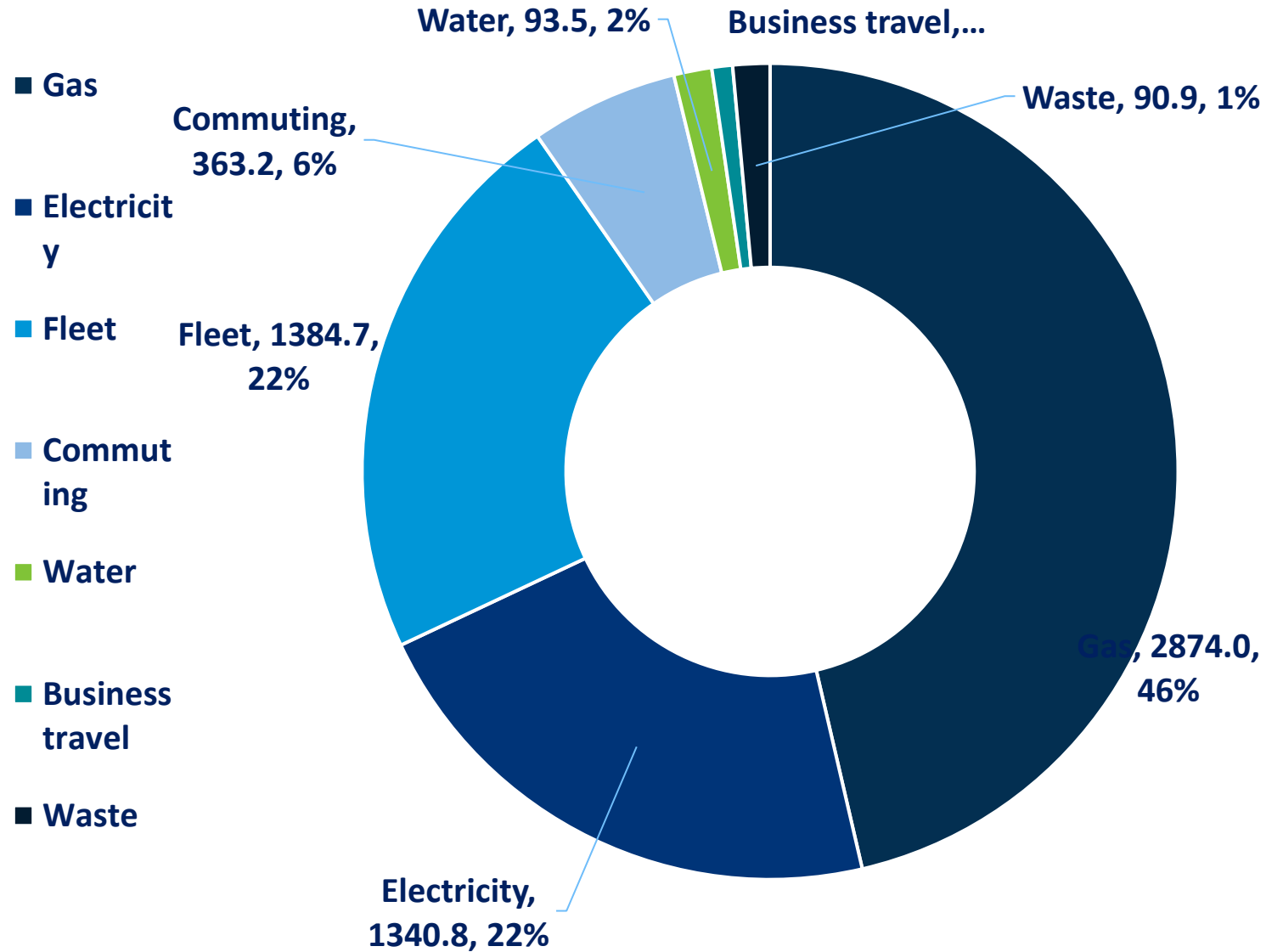


Colchester Borough Council

- Sustainability, Transport and Climate Change Team
- Climate Emergency declared July 2019
- Commitment to go net zero by 2030
- Climate Emergency Action Plan – Transport key theme
- Climate response key strategic commitment



Baseline carbon emissions – 29% transport related



CBC

- Travel Plan
- Charge for parking
- EV charge points at offices
- Fleet Electrification
- eCargo bikes



Vision

Travelling actively
& sustainably is an
easy first choice for *everyone*
who lives & works
in Colchester.

Pilot & Enable Transport choice to reduce
reliance on personal car usage and
ownership

High quality cycle & walking
infrastructure that is joined up and meets
national standards such as LTN1/20

Support to encourage people to walk,
cycle and use public transport





Community Engagement

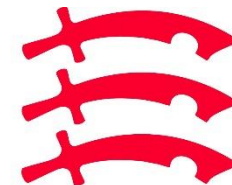
- Asset Based Community Development approach
- Co-design and delivery through local partners
- Community engagement
 - Focus groups
 - Door to door
 - Participatory Appraisal
 - Online surveys
 - Events





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WALK COLCHESTER



Essex County Council



Colchester
Bike Kitchen



Key Partners

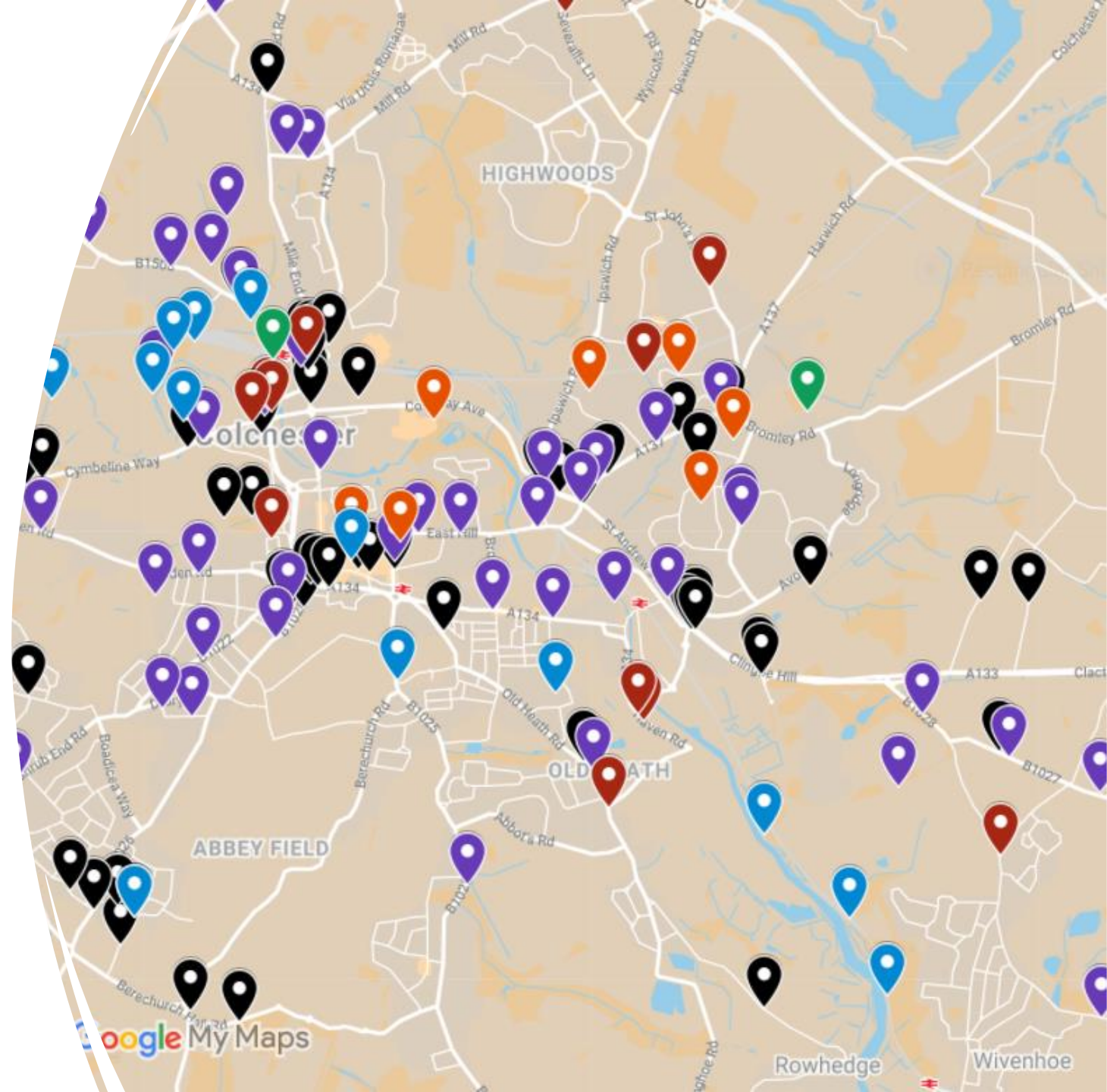


OUR COLCHESTER
A BID to make new history



Barriers

- **Air Pollution & ill Health**
- **Lack of cycle infrastructure**
- **Challenge carrying bulky items and children**
- **Security of bikes**
- **Expensive and/or unavailable sustainable transport options**



Evidence Base

Air Quality (Clean Air for Colchester Survey 2019-2020)

- **41%** think Colchester is highly polluted
- **87%** concerned about pollution levels in Colchester

Eco Festival 2021 - key issues from over 400 conversations

- Concern and fear about riding on the roads
- Concerns about bike security and theft
- Desire for better walking/cycling routes around schools

Shared travel (2021 survey; events & via door knocking)

- **68%** interested in shared sustainable transport schemes (i.e., ebikes, ecargo bikes and ecar club)
- **43%** consider giving up a first or second car if they have access to a shared transport scheme

Infrastructure improvements

Lobby for investment in sustainable transport infrastructure

Local Walking and Cycling Infrastructure Plans

Active Travel Fund routes

Town Deal

S106 contributions

Fixing the Link

Orbital

Secure Cycle Parking – CBK and shared transport

Supporting Behaviour Change

Colchester Travel Plan Club

Adult Cycle Training

Bikeability Plus

Get Monkwick Moving

CAReless Pollution Campaign

eCargo Bike short term loan

Shared transport hubs

Colchester eCargo Bike Library - £136k 2020 - 2022

“I have replaced two diesel vans with an eCargo trike and an ebike and trailer and saved over £6000 in running costs and 2 tonnes of CO2 in two years.” Route 51



ECargo Bike delivery service

“Since February 2021 we have ridden 6000 miles, supported 8 community groups, delivered 250 food parcels, and supported Spin with up to 250 battery swaps, and 400 scooter moves/repositions a week ” Enform



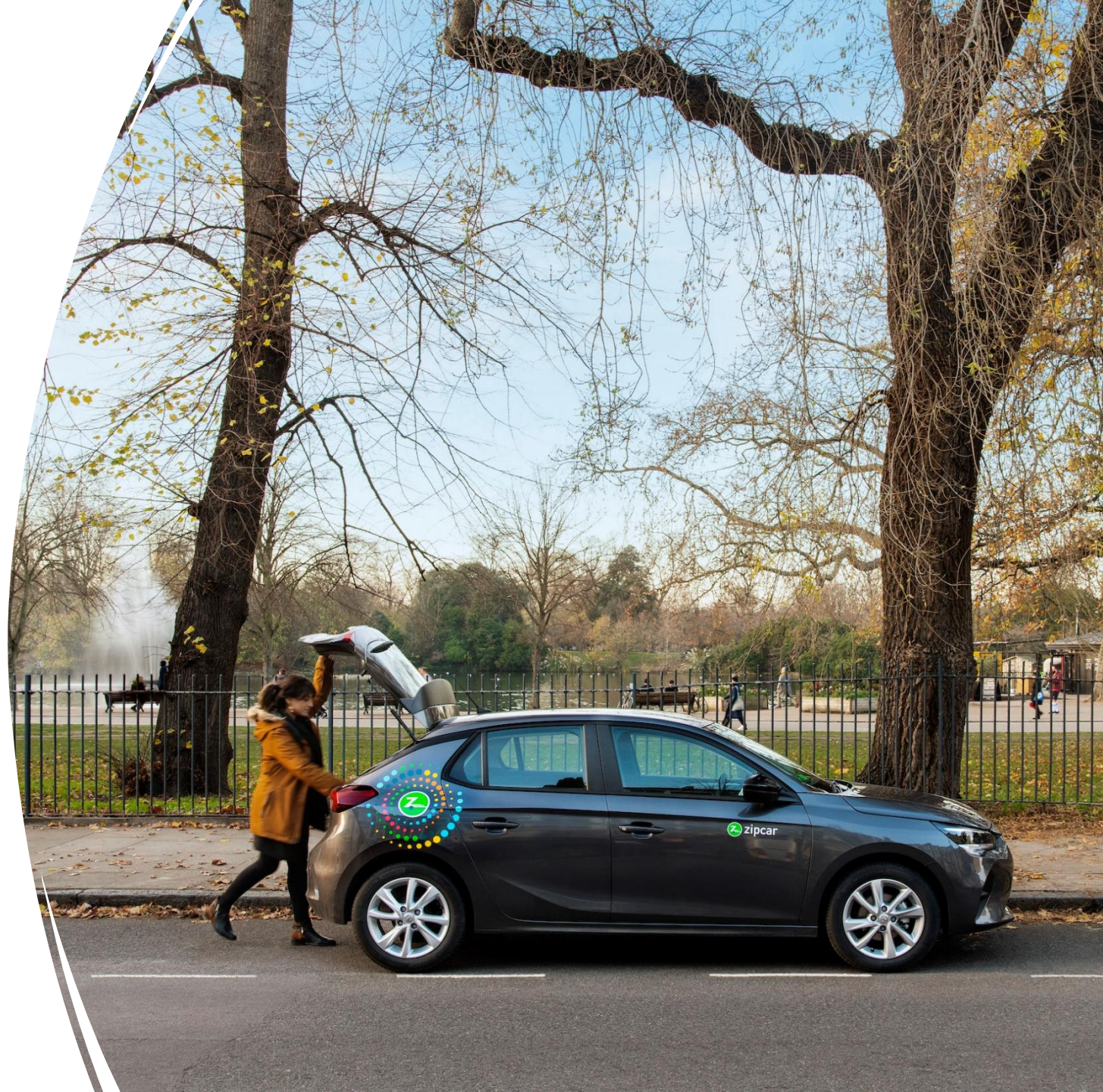
Bike Hubs

- Bikes/ebikes/ecargo bikes with easy access when needed
- Sustainable and self financing through self serve & pay as you go
- Choice of bikes to meet different journey needs
- Bike kitchen & residential parking



eCar Club

- Self serve, pay as you go, 24/7 access to eCars
- Residential & Corporate
- Viable alternative to first or second car ownership
- Develop network of cars across Colchester



Thank you.
Any questions?



Travel Plans in Swindon

Claire Fleming
Travel Plan Officer



What I'll cover today

- Problems with Travel Plans / Travel Planning
- Our SPD for travel plans (The solution?)
 - Residential / Employment
- What travel plan implementation looks like
- The role of Modeshift Stars in Travel Plan submission, monitoring and implementation
- The Future

Travel Plans : The problem



Developer motivation:

“I just want to get planning permission, complete my development, commit as little as I can, and walk away as quickly as possible”

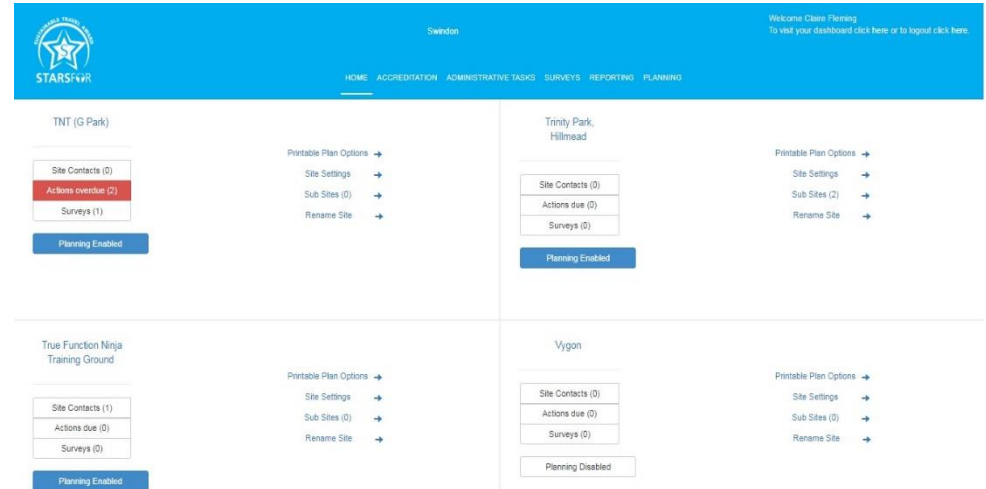
Travel Plans : The problem

Travel Plan Officer Motivation:

“I want sustainable transport to be embedded in the development so that I’m not getting complaints from residents in five years time about congestion, parking, fumes, road safety issues....”



Travel Plans : The problem 2



Some plans submitted on paper, some on Stars.

Difficult to monitor

Overdue actions going unattended – lack of implementation

Little appetite to enforce obligations

Travel Planning : The problem 3



Lack of council funding for behaviour change initiatives – cycle maps, events, online information

Travel Plans : The solution?

- Travel Plans SPD – “Guidelines” become adopted and therefore enforceable
- Outlines options for developers
 - Pay the council to resource & implement your travel plan for you
 - OR do it properly via bond
- Forces the use of Stars
- Introduce monitoring fees
- Proposed lower thresholds for residential

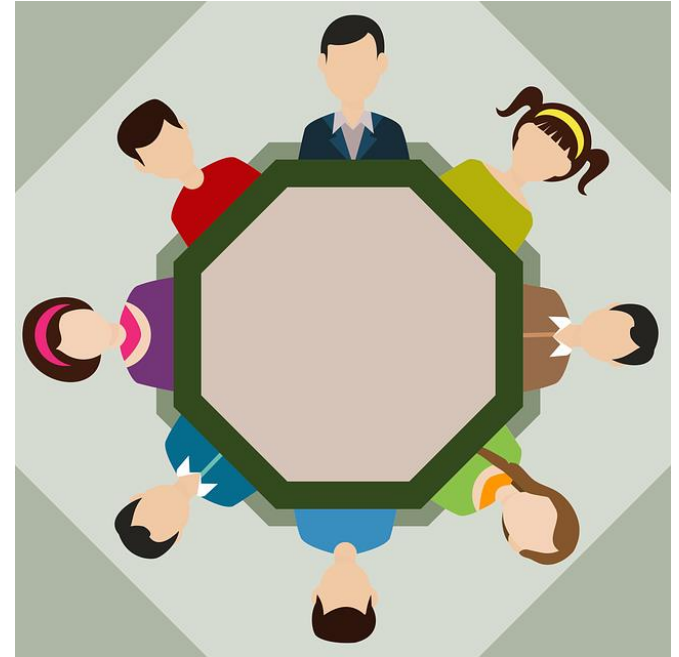
Our SPD: Residential

- Contribution per dwelling £288.00
- Consistency across new neighbourhoods (eg bike loan scheme, week's bus pass, car club)
- Travel plan active minimum 5 years past full occupation.



Our SPD: Employment land

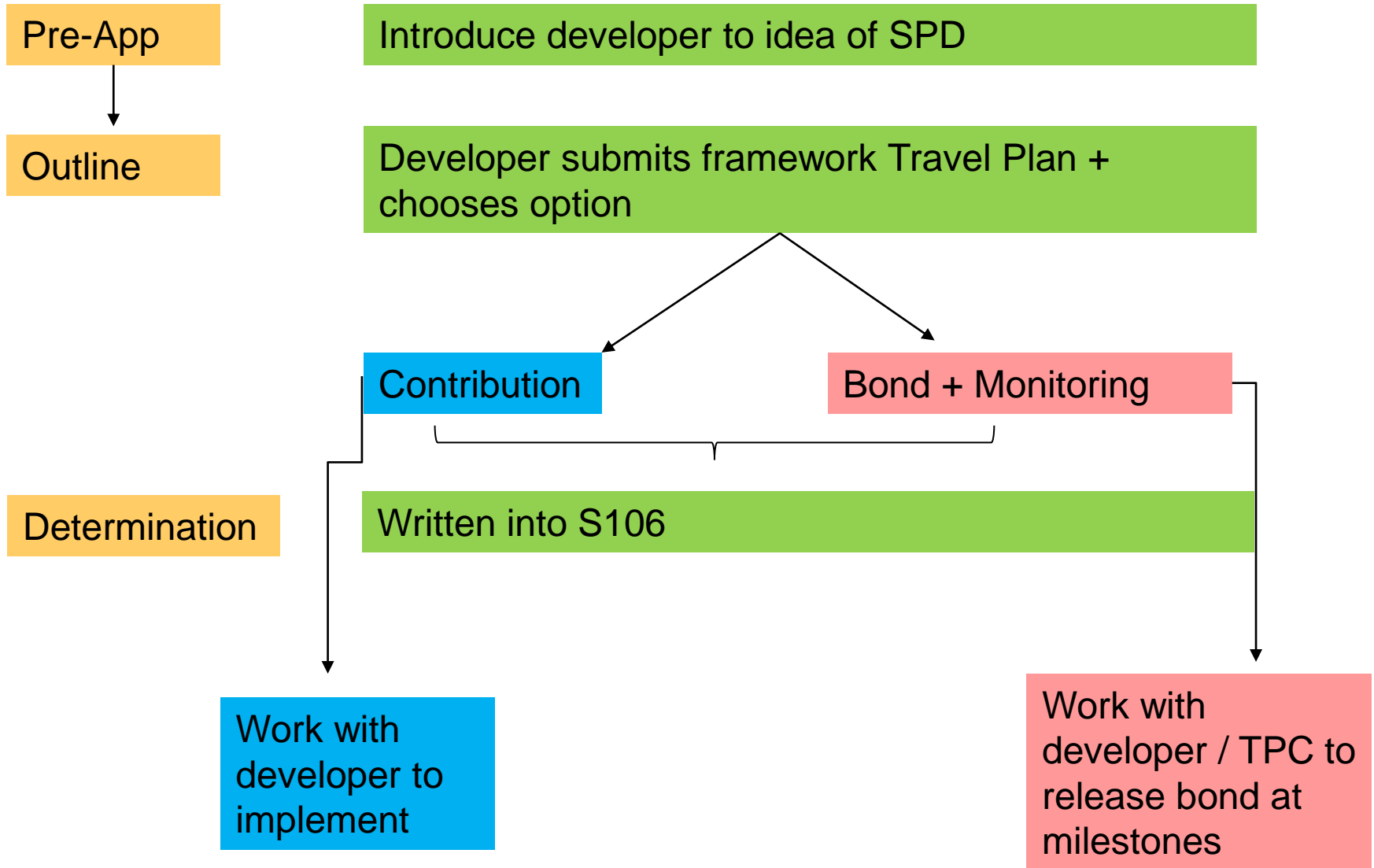
- Contribution per square metre GFA – Differs across land uses.
- Consistency across new employers (eg bike loan scheme, week's bus pass)
- Mainly residential come forward so far, so not not implemented yet.



Consultation

- Developers broadly supportive
- Consultancies less favourable
- Debates about thresholds
- Couldn't include schools

How it works in practice



Travel plans implementation



We work with developers across Swindon to offer sustainable travel advice to new residents.



Wichelstowe



Vicarage Gardens
(Magdalene Close)



Queens Drive



Skylark Meadow



Travel plans implementation

Get Cycling Roadshow

Tue, 1 June 2021
10am – 3pm
Waitrose car park, Wichelstowe

What's on Offer?

Come and celebrate Bike Week 2021!

Pick up free cycle maps and goodies

Bring your bike for free safety checks

Get your bike security marked for free



www.swindontravelchoices.co.uk

WAITROSE & PARTNERS

Wichelstowe

SWINDON BOROUGH COUNCIL

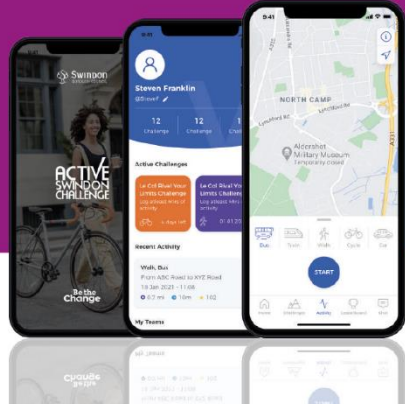
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Try cycling for FREE with the Borrow a Bike Scheme



SWINDON BOROUGH COUNCIL



Join the Active Swindon Challenge

Be the Change



Travel plans implementation



The role of Modeshift Stars

- All planning submissions to be on Stars platform
- Actions easier to monitor
- Minimum accreditation levels can be conditioned (especially for schools)
- Developers love the accreditation glory!
- Contributions / monitoring fees cover licence
- Consistent survey function across developments



Thank You

Further information at

www.swindontravelchoices.co.uk/travelplans

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