

Flexible Benefits Scheme - Staff Car Park Charges

Q&As

What is the benefit of applying the Flexible Benefits Scheme to Staff Car Park Charges?

Under the Flexible Benefits Scheme, instead of the car park charges being collected from your net pay, you may exchange an amount of gross salary that is equivalent to the charge. The result being that you will pay less income tax and less National Insurance, thereby reducing the cost of car park charges. This means that the actual cost to a lower rate tax payer will be at least 20% less than the gross charge and at least 40% less for higher rate tax payers. The actual cost is further reduced by savings due to paying less National Insurance.

It is important to note that using the Flexible Benefits Scheme in this way represents a change to the terms and conditions of your contract.

Can I opt out?

If you are a new employee or are applying for a car park space for the first time and you do not wish Flexible Benefits to apply to car park charges please obtain an opt out form from Peter Brookes, Deputy Chief Operating Officer's Team Ext. 4582. Please note that if you opt out, the new rate of car park charges will be deducted from your net pay and you will not be able to achieve the savings in tax and National Insurance referred to in this memorandum.

Who is eligible?

Regularly paid employees can participate provided that after their salary has been adjusted they remain eligible to pay National Insurance contributions and their pay is above the National Minimum Wage.

Employees who earn below this limit will still be able to obtain car park permits but will continue to pay for their car park charges at a pro rated rate from net pay.

What are the current Car Park Charges?

The current car parking charges, together with information on Staff Car Parking, can be found on the 'Security' website: <http://www.aston.ac.uk/staff/security/staff-car-parking-scheme/>