

Want to reward staff and not give them a tax headache?

Tax-free employee and director benefits

You want to look after your team, and if you can save a bit on tax at the same time, even better. The Government does offer ways to do just that, with tax-free perks that keep everyone happy (and the taxman off your back). Get it right and you'll be boosting morale, supporting wellbeing and trimming your employment costs all in one go.

So, what benefits are available?

Trivial benefits



Trivial benefits let you give small gifts or provide non-annual events to employees tax-free while still claiming the cost as a business expense.

This could be a bottle of wine for a birthday, a turkey at Christmas or even a Friday night drink at the pub. As long as it is not a reward for services and costs less than £50 (including VAT) per employee.

Staff entertaining



How about an annual summer BBQ? Host annual staff events tax-free and fully deductible, as long as costs stay within £150 per employee for the whole tax year (including VAT). Just be sure everyone is invited!

Company pension contributions



Help staff save for retirement, save on tax and National Insurance, and deduct the cost.

Use of home as an office

Are any of your staff required to work at home? Support these remote staff with up to £6 per week tax-free, simple to administer and fully deductible.



Pension advice



Give staff up to £500 of tax-free pension advice each year, a great way to support financial wellbeing and claim the cost.

Approved mileage rates



Reimburse business mileage at HMRC's approved rates, tax-free for staff and fully deductible for your business.

Mobile phones



Provide a company mobile phone tax-free, fully deductible and simple to manage.

Health screening and medical check-ups



Give your team a boost! Each tax year, treat your staff to a tax-free health screening and check-up – a simple (and smart!) way to invest in their wellbeing while claiming the cost back. Win-win!

Cycle to work schemes



Swap some salary and gear up with a bike and accessories – all tax-free! Offer bikes through the Cycle to Work scheme, a tax-efficient way to promote staff health and wellbeing. Just be sure that these are used mainly for commuting.

How about a Cycle to Work day? Celebrate your two-wheeled commuters with free meals or refreshments and yes, those can be tax-free too.

Staff suggestion schemes



Big ideas deserve big rewards! Say thanks to your team with tax-free payments of up to £5,000 for smart suggestions that save your business money. There are a few rules to follow – **check out our website** or give us a call to learn more!

Long service awards



Got a team member who's hit the 20-year milestone? That's loyalty worth shouting about! Say thanks with a tax-free, non-cash award, it's a brilliant way to celebrate their dedication without adding tax to the mix.

You can gift up to £50 for each year of service. Think dream gadgets, a luxury experience, or even a contribution towards that bucket-list holiday they've always talked about.

Salary sacrifice arrangements



Use salary sacrifice to offer tax-efficient benefits, saving money for both your business and your employees.

Eye tests, glasses and contact lenses



Screen time can come with perks – If your team uses monitors or screens for work, you can cover their eye tests – it's a health and safety must. Plus, if the test shows they need glasses or contact lenses for screen use, those can be tax-free too!

Welfare counselling



Provide welfare counselling, a valued, tax-free benefit that supports staff mental wellbeing. **Be sure to check out the eligible topics on our website.**