DriveElectric X ReFLEX ORKNEY

Drive electric for less with Salary Sacrifice

Orkney Islands Council Launch Webinar



ORKNEY ISLANDS COUNCIL

Agenda

- Introductions
- What is salary sacrifice?
- Deep dive on cost savings
- How to find your perfect vehicle
- Your support in Orkney
- Q&As



Introduction & speakers



Lorna Richardson
Orkney Islands Council



Ellie Vujasevic
DriveElectric



Harvey Perkins
HRux



Anna Marriott
ReFLEX

Orkney Islands Council employee benefits

Cycle Benefits Scheme

Employee Assistance Programme

Discounts

SmartPay

EV Car Scheme

Refurbished Tech

Optimise Health App



What is Salary Sacrifice?

Imagine driving a brand-new or used electric car, with no upfront costs, no credit checks, and everything included for one fixed monthly payment.

With DriveElectric's Salary Sacrifice scheme, it's all possible. Your payments come directly out of your gross salary, saving you money on Income Tax and National Insurance Contributions (NICs).





Why choose Salary Sacrifice?

Save money
Reduce your Income Tax and National Insurance Contributions by paying through your pre-tax salary.

Hassle-free
No deposits or credit checks, just a seamless, all-inclusive package.

Go green
Drive an electric car and contribute to a cleaner planet.

Peace of mind
Your all-inclusive package includes comprehensive insurance, servicing, maintenance, and more in one fixed monthly payment.

Low BiK rates
Salary sacrifice is seen by HMRC as a taxable benefit, so you need to pay Benefit in Kind (BiK) tax. The good news? Rates are very low.



You could save big on driving electric

Renault 5 E-Tech

110kW Techno + Comfort Range 52kWh

Save over £2,388 every year!



How does it affect my pension?

Gross salary sacrifice[1]	**£589**	DriveElectric will apply the biggest discounts available and pass them on to you. This amount is deducted from your gross salary before tax.
Employee tax saving	**-£259**	The Income Tax and National Insurance Contributions you pay are reduced due to salary sacrifice.
Average BiK[2]	**+£60**	Because you are receiving a benefit from your employer, you will pay BiK tax.
Net cost/employee pays	**£390**	**You can make significant savings with salary sacrifice.**

34% Saving

1. Illustrative quote based on a 48-month agreement, 5,000 miles per annum, for a 42% taxpayer, living in Orkney, aged 40. Figures correct as of 28/09/26. E&OE.
2. BiK rates are favourable for zero and low-emission vehicles.

What's included with Salary Sacrifice?

What's included[1]	Complete
Fixed monthly rentals[2] One fixed price set for the duration of your agreement, making budgeting simple and predictable.	✓
Servicing and maintenance[3] All routine servicing and maintenance, so you don't face unexpected garage bills.	✓
Breakdown assistance Comprehensive roadside cover, including Homestart and Recovery services, to keep you moving.	✓
Tyre replacement Replacement tyres for fair wear and tear (damage caused by abuse, neglect, theft, or vandalism is excluded).	✓
Glass replacement Windscreen and glass repairs or replacement included – avoiding extra costs if chips or cracks occur. Excess charged.	✓
Road Fund Licence Included at today's rate for the duration of your lease (future government increases may apply).	✓
Insurance[4] Fully comprehensive insurance with up to two named additional drivers – keeping you protected on the road.	✓
Early Termination Protection Protection that reduces or removes early termination costs if your circumstances change.	✓
Local Orkney EV support Local vehicle handover, EV advice and support with servicing and MOTs through our partnership with ReFLEX Orkney.[2]	✓

1. Terms, conditions and exclusions apply. Read your agreement carefully before signing.
2. Ferry cost is not included in the lease payments and will be billed to the customer at the time of the delivery booking.
3. Not covered by the manufacturer's warranty and subject to fair wear and tear.
4. Insurance is subject to eligibility criteria, terms and conditions, and exclusions.

Home charging, made easy

A simpler, more rewarding way to charge your EV at home.

Pod Drive brings everything you need to charge at home into one simple package: an award-winning Pod Point home EV charger, professional installation and the exclusive Pod Power tariff from EDF. Plus, Pod Rewards lets you earn cash when you smart charge.

What's included?

Pod Point 7kW Solo 3S home charger
A smart, reliable home charger with app control trusted by over 250,000 customers.

Professional installation
Installed by accredited engineers, with safety checks included as standard.

Exclusive Pod Power tariff from EDF
Access lower off-peak rates to help you charge for less.

Earn cash with Pod Rewards[1]
Earn cash when you smart charge, with rewards worth up to £100 a year.

Five years of peace of mind
Your charger and installation are covered by a comprehensive 5-year warranty.

Home charging that works around you

Plug in when you get home, set when you need your car ready and let smart charging do the rest. Pod Drive helps you charge at lower-cost times and earn cash through Pod Rewards.

Choose how you pay

- **Pay upfront**
  ~~£999 RRP~~ **From £899[2]**
- **Subscribe**
  ~~£99 upfront~~ **£0 upfront,[3] then £30/month for 36 months.[4]**



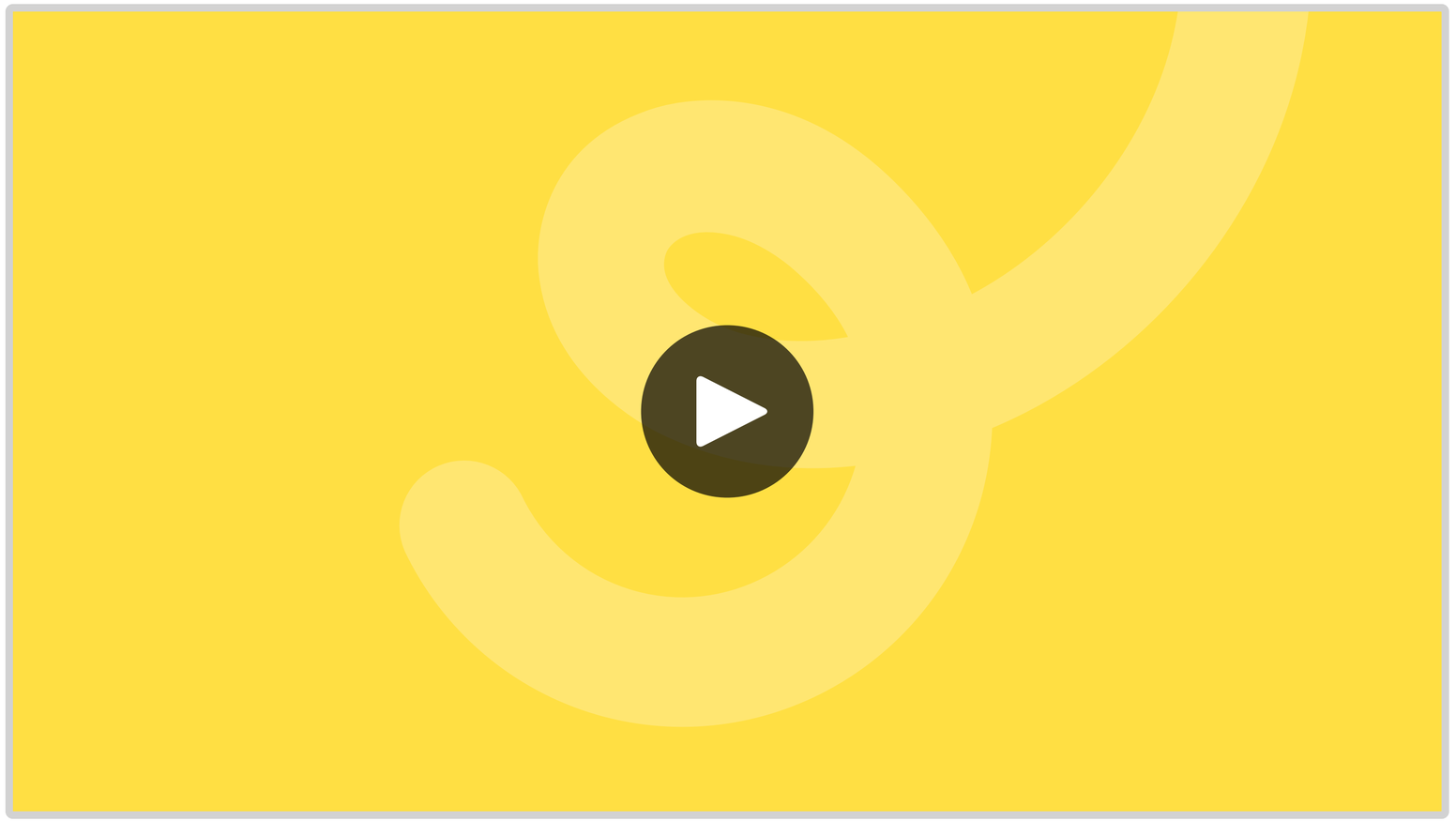
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4. One fixed monthly payment for 36 months. After that, your Pod Drive subscription continues on a rolling monthly basis.

It’s really quite simple

Salary Sacrifice is the most cost-efficient way to drive a brand-new electric car – and the savings can be even greater on used vehicles.

How it works

1. Choose your dream car from a full range of electric models.
2. Your employer handles the paperwork and deducts a fixed amount from your gross salary each month.
3. You drive away in a fully maintained car while saving big on taxes.



Why choose used electric?

Experience electric driving for less with DriveElectric's used vehicles. You get all the benefits of Salary Sacrifice at a lower cost and with complete peace of mind.

Save even more
Lower monthly rentals with the same great savings on Income Tax and National Insurance.

More car, same budget
Enjoy a higher-spec or longer-range model without increasing your monthly spend.

Drive with confidence
Every used vehicle is rigorously inspected, expertly refurbished and fully maintained, supported by the same all-inclusive package as a new lease.

Ready when you are
No long waits. All vehicles are in stock and ready to go.










EV support, here in Orkney

ReFLEX Orkney and DriveElectric have been working together to provide Orcadians with EV expertise and local customer service since 2020.

Come try an EV

4th November demo day for OIC staff at School Place

Contact ReFLEX to book a test drive anytime at **info@reflexorkney.co.uk**

Here when you need us

Delivered to Orkney
We'll take care of the logistics for getting your new EV to Orkney, where it will be cleaned and prepped, ready for a personal handover from the ReFLEX team.[1]

Local EV support
Questions about your car or charging? You'll have knowledgeable EV support right here in Orkney.

Servicing made simple
We'll remind you when your service or MOT is due and help arrange it with an approved EV-trained garage in Orkney.

Keeping you moving
Courtesy EVs are available during servicing, MOTs and warranty repairs. If specialist work is needed on the mainland, we'll help arrange that too.[1]

Going further?
You can access a longer-range vehicle for mainland journeys for up to 14 days per vehicle, per year.[2]



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2. Terms and conditions apply.

Questions

DriveElectric

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