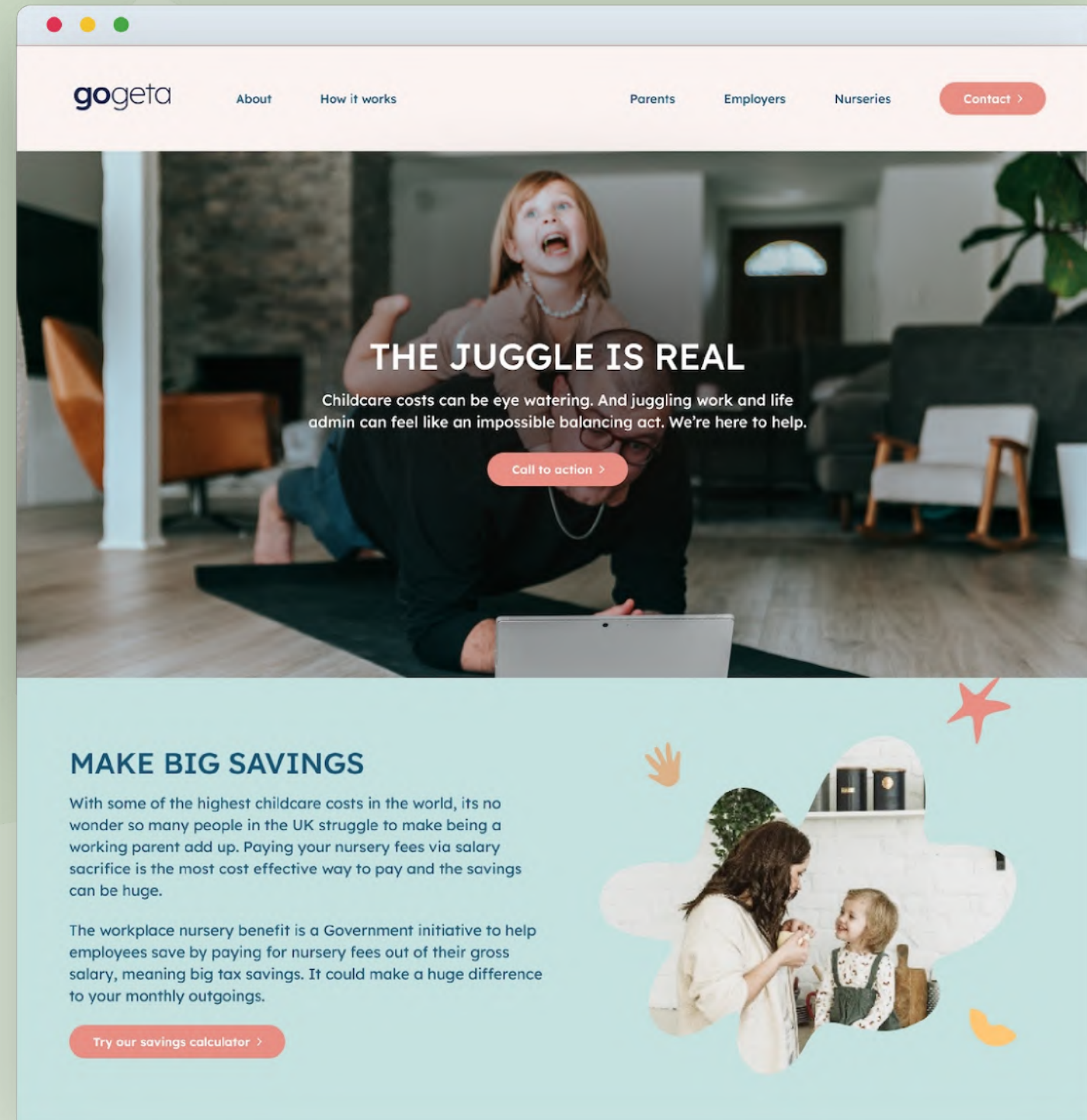




**AN INTRO TO GOGETA WORKPLACE
NURSERY SALARY SACRIFICE**

OUR OFFER



- There are 700k nursery places in UK, and 75% of parents of nursery age kids work
- Via gogeta parents can save c.35% (£6000 per year) on fees
- Its cost neutral to employer
- **Super simple to run!**

SEE YOUR SAVINGS

i Salary (Gross): £ 55000	Effective cost £11,767 (£18000)	Total savings per year £6,233 (35%)
i Annual childcare fees: £ 18000		

WHY RUN A WORKPLACE NURSERY SCHEME?

*Price of childcare now
an eye-watering
£15k per year*

Independent

*Nursery fees 'rise by
£1,000 this year' - forcing
parents to quit work*

BBC News

***1 in 10** mothers with
under-4s quit work
over childcare*

BBC News

Childcare is a significant cost to working parents, with birth to 5 years old being the most expensive.

Most parents choose to use a nursery for the care of their child when they return to work.

With rising childcare costs, this can often be a significant barrier to a parent's return to work after maternity/paternity leave.

A workplace nursery scheme is a tax effective way to ease the financial burden by allowing employees to save tax and NI on the full cost of their fees, through salary sacrifice.

Best of all, it's totally cost neutral to you!

WHAT IS A WORKPLACE NURSERY SCHEME?

- A way of helping your employees with nursery provision **without** providing facilities in your workplace
- Gogeta handles all of the admin to ensure your scheme is HMRC compliant
- Your employee salary sacrifices the cost of monthly nursery fees to gain tax and NI savings
- Net saving of between 25–36% depending on tax rate
- You contribute £100 per month to the nursery towards their running costs, which is always covered by your Employer's NI savings on the salary sacrifice



HMRC REQUIREMENT OVERVIEW

The exemption for workplace nurseries in Section 318 ITEPA* 2003 was introduced to encourage employers to provide nursery places for employees.

Employers can open a nursery on their own premises or employers can club together and work with an independent/3rd party nursery. Key to note - you don't have to work with other employers, merely that the nursery is open to parents from other companies if they so wish...

With the latter, to be HMRC compliant, schemes must show they pass 3 requirements.

Meaningful requirement

Schemes must ensure that employers make a meaningful commitment to the nursery.

There must be a contractual partnership between the employer and the nursery, which must be for at least 12 months. This contract is organised by gogeta.

Financing requirement

Schemes must show that the employer is making a financial commitment to the nursery.

An admin fee of £1,200 per year (charged in monthly instalments) is payable by the employer to the nursery (recouped via NIC savings)

Active management

Schemes must ensure that employers play a real part in the management of the nursery

The employee, as representative of employer, attends facilitated meetings to discuss how financial contribution is spent. gogeta documents this and provides receipts

HANDLED BY GOGETA

COMPLIANCE REQUIREMENTS

There must be a contribution by the employer towards the running and upkeep of the nursery for at least 12 months.

This contribution must be used to benefit the nursery, and your employee can request specific use of this contribution.

Use of funds must be reviewed and documented.

GOGETA

- Handles contract between you and your employee's nursery
- Minimum commitment of 12 months
- £100 added to your monthly invoice and passed directly to the nursery
- Sets employee application minimum to ensure your cost is always covered by Employers' NI savings
- Facilitates an online meeting between the nursery and your employee within six weeks of set up
- Discussion and agreement of how the funds will be spent
- Obtains receipts from the nursery and passes on to you for your records
- Facilitates mid-year review between employee and nursery to check in on spend

A SIMPLE PROCESS FOR YOU

1
Approve
employee
application

2
Sign contract
with nursery in
gogeta portal

3
gogeta sends
monthly invoice
and payroll
deductions to
finance team

4
Receive copies of
spend receipts for
HMRC compliance

All handled through the gogeta portal.

A SIMPLE PROCESS FOR YOUR EMPLOYEES

1
Applies for nursery place, signs salary sacrifice agreement

2
Attends 2 facilitated online meetings with nursery to discuss contribution spend

3
After initial 12 months can renew

GOGETA ADVANTAGES

- **Payments taken by direct debit so we can ensure payments to nurseries are always made on time**
- **More flexibility for employees**
They can make changes to the hours they require with only 3 days notice
- **We are your nursery contact and will explain any differences on your monthly invoices**
We know employees don't like unexplained changes to their salary sacrifice
- **All the admin is handled through our online portal**
- **Your employee, and the nursery, each get their own admin portal. Ensures full transparency to all sides in terms of payment flow**

