



# RASCALS

## CHILDCARE VOUCHERS

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**CHILDCARE VOUCHERS ARE A GOVERNMENT SCHEME TO HELP WORKING PARENTS WITH THE COST OF CHILDCARE**

*You as an organisation can help your employees save up to £1,195 per year on their childcare costs. Employers also save up to £373 a year in National Insurance Contributions for every employee on the scheme.*

[www.rascalschildcarevouchers.co.uk](http://www.rascalschildcarevouchers.co.uk)



# Childcare Vouchers: Your Questions Answered

*Rascals Vouchers Ltd* organises and runs electronic Childcare Voucher Schemes on behalf of companies like yours to enable your employees to take advantage of the savings.

## **Why would I want to provide a Childcare Voucher Scheme?**

Because every year it could help your employees save up to £962 if they pay basic rate tax and up to £1,195 if they pay higher rate tax. In addition, as an employer you save the National Insurance on the value of vouchers that your employees receive.

## **Does it cost us anything?**

As an employer, you save all the National Insurance Contributions on any vouchers paid to your employees. Part of this saving is used to pay Rascals to run your scheme. This saving can be up to £373 per year, making the scheme more than pay for itself.

## **Is there a minimum order charge?**

No.

## **Are there any other advantages?**

Yes. By introducing a Childcare Voucher scheme you demonstrate that you are a family friendly employer and this will help with recruitment and retention. More and more working parents expect their employer to make a scheme available so that they can access these significant savings.

## **How does it work?**

You agree with your employees that they will receive electronic childcare vouchers instead of the equivalent amount of salary. This arrangement is called a Salary Sacrifice. The childcare vouchers that they receive will be free of Tax and NI for them and free from employers' NIC for you.

## **What value of vouchers can my employees have?**

Each employee can have up to £55 per week or £243 per month. Either or both working parents can take advantage of this scheme.

## **What can my employees use their vouchers for?**

To pay for any registered/formal childcare for children up to the age of 15 (16 if registered disabled). This includes those either registered with their Regional Authority (typically this would be Ofsted) or approved under the new Childcare Approval Scheme (this applies to Nannies/Au-pairs and Childminders not registered with Ofsted).

## **Can you give me some examples?**

Day nurseries (private, community or local), workplace nurseries, pre-school nurseries, registered childminders, after school clubs, school holiday clubs, Nannies.

## **How does the scheme work?**

Each pay period you pay Rascals Childcare Vouchers the amount of money represented by the vouchers your employees have requested. You tell Rascals the date on which you want the vouchers to be made available to your employees (normally payday). On that date, we credit your employees' individual accounts and they then have access to the money to make payments to their child carers. It's really simple and works just like online banking.

## **What do I need to think about?**

When do you want your scheme to start? How will you communicate the scheme to your employees? What changes do you have to make to your payroll? What are the possible impacts on benefits such as pensions? Do I have to tell the Revenue (HMRC)? The good thing is that Rascals will help you with all this to make the setting up of your Childcare Voucher scheme as simple as possible.

## **Why use Rascals?**

Our experience and knowledge, our environmental awareness, our easy to use online system, our customer focus, and our value for money.

## **What do I do next?**

To join the scheme simply contact us at [info@rascalsccv.co.uk](mailto:info@rascalsccv.co.uk). For more information please visit our website, [www.rascalschildcarevouchers.co.uk](http://www.rascalschildcarevouchers.co.uk)

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