

BRITISH PARKING ASSOCIATION

DRIVING ISSUES, RAISING STANDARDS



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Alex Raisen
Employment Income Policy Team, Room 1E/08
100 Parliament Street
London
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Emailed to: employmentincome.policy@hmrc.gsi.gov.uk

19 October 2016

Dear Mr Raisen

Salary sacrifice for the provision of benefits in kind

The British Parking Association (BPA) welcomes your inquiry regarding salary sacrifice for the provision of benefits in kind. As the largest professional parking association in Europe we represent around 700 organisations by promoting and influencing the best interests of these members and the parking and traffic management sector throughout the UK and Europe. These organisations are many and varied and include manufacturers, car park operators, local authorities, health authorities, universities and higher education facilities, airports, railway stations, shopping centres, theme parks, construction companies, learning providers and consultants. Our Association, its work and our members actively contribute to economic wellbeing of Britain's High Streets, City and Towns.

For more information about the BPA please see the [endnote](#).

The BPA wants to make certain that parking management is undertaken fairly, reasonably, and responsibly. As shown in the BPA's [Master Plan for Parking](#) "Proper and effective parking policies and traffic management according to properly defined standards is essential; it contributes to less congested streets and increases access to towns and cities with significant economic benefits to enable a mobile society."

Please find below our two-pronged response both as an employer and as the professional parking association.

As an employer

We are disappointed to learn of new taxation proposals for the provision of benefits in kind. As an employer of over c 40 individuals working across the UK the changes made will directly affect our offering to employees.

Our employees are vital to the Association and the work we do. As a not-for profit organisation we compete with for-profit workplaces for talented workers, so setting the right

level of compensation can make the difference between attracting and retaining qualified employees or, in contrast, suffering from high turnover and/or not being able to find the hoped-for calibre of employees.

The benefit in kind issue for parking does not affect us as we provide very little and do not charge for staff parking; nor do we offer salary sacrifice for parking permits etc. However, these proposals would affect our employees who have childcare vouchers and use the salary sacrifice scheme to pay for these.

The childcare vouchers offered are a vital lifeline to some of our employees especially with the recent increase in cost of childcare.

Conclusion

Government should consider the unintended consequences for family and social care 'hidden' in these proposals. A full regulatory impact assessment, although not mandatory, might be appropriate.

We hope you will find these comments of interest. The BPA is ready to work with the Government and Highways England to achieve these desired aims and we look forward to discussing with you how we can assist in taking these issues forward.

Please do not hesitate to contact my colleague Kathryn Shipman by emailing consultations@britishparking.co.uk or calling 01444 447 317 if you require any further information.

Yours sincerely



Patrick Troy
Chief Executive

Endnote

About the British Parking Association:

The British Parking Association (BPA) is the largest professional association in Europe, representing around 690 organisations in the parking and traffic management profession. Our members include manufacturers, learning providers, consultants, local authorities, car park operators, including those managing parking on private land such as retail parks, healthcare facilities, universities and railway stations. We have 144 members managing parking on private land and 250 local authority members. We provide our members with knowledge, qualifications and a range of benefits and resources that assist them in their day to day work.

As the recognised authority within the parking profession, we represent, promote and influence the best interests of the parking and traffic management profession throughout the

UK and Europe. We also manage initiatives for the sector including the Safer Parking Scheme (on behalf of the Association of Chief Police Officers), the Disabled Parking Accreditation (on behalf of Disabled Motoring UK), the Approved Operator Scheme (for those managing parking on private, unregulated land), the Professionalism in Parking Accreditation (to recognise and promote professionalism across the organisation) and our stakeholder engagement group, the Parking Forum.

We place the consumer at the heart of our thinking and as the recognised authority in parking we actively represent and promote the sector by advancing knowledge, raising standards and professionalism, and using our influence to deliver excellence for the benefit of all.

For more information regarding us here at the BPA, please click [here](#).