

PAYROLL GIVING

A photograph of a woman and a young girl hugging on a tennis court. The woman, wearing glasses and a black polka-dot dress, is kneeling and smiling. The girl, wearing a white polka-dot dress, is standing and holding a tennis racket. They are both smiling and looking at each other. The background is a dark wooden fence and green grass.

You can help bring us closer to
a future free from arthritis

**VERSUS
ARTHRITIS**



When you think the whole world is against you and no one understands you, Versus Arthritis is there. I feel so supported, which is why I feel so strongly about campaigning and raising funds. I've got so much more out of it than I put in."

Brenda



Why should I support Versus Arthritis?

Over 10 million people in the UK have arthritis. That's one in six people living with the (often chronic) pain, fatigue and disability it can cause. This affects not only physical health but can have a knock-on effect on people's mental health too, leading to deep social and psychological isolation.

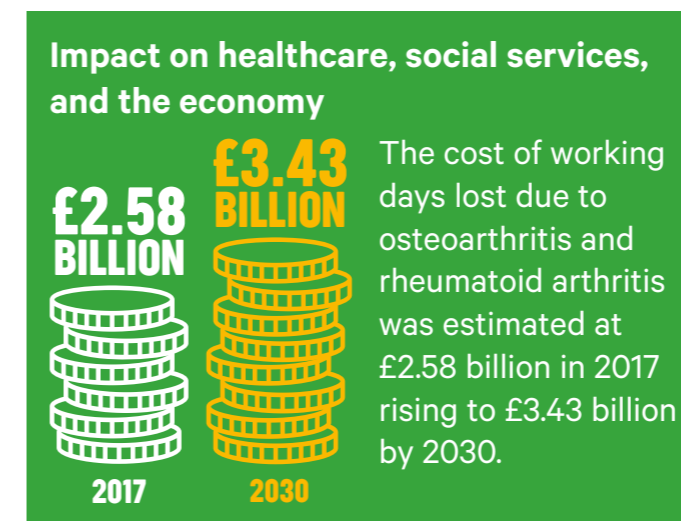
Given the prevalence of arthritis in the community and the widespread myth that it is 'just a bit of wear and tear', there is a chronic lack of awareness and understanding of it. Arthritis affects people of all ages, from infants right through to the elderly. This has significant impact on people in the workplace; people with arthritis are 20% less likely to be in work than someone without arthritis and around one third of people with rheumatoid arthritis quit work within five years of diagnosis.

More than 23 million working days are lost in the UK due to musculoskeletal conditions, the main one being arthritis. This is estimated to cost employers, the NHS and the wider economy over £3.43 billion by 2030. Arthritis affects us all, yet it remains ignored, invisible and misunderstood.

By giving through your pay, you'll be helping to change the lives of people living with arthritis in the most tax efficient way, making your donation go much further.

Versus Arthritis is the UK's largest arthritis charity, working across the four nations to influence government and policy, address regional issues and prevent arthritis from dominating or destroying people's lives.

We offer a comprehensive support service including a helpline, health information, physical activity programmes, in-person support for young people and families and an online community, so no one has to face arthritis alone.



Over the last few decades, we have funded over £500m of research and been at the forefront of some of the most important advances in arthritis treatment.



What is Payroll Giving?

Payroll Giving, sometimes known as Give as You Earn, is an easy and tax-efficient way of making regular donations to your favourite charities straight from your gross pay or pension.

Why is Payroll Giving a good thing?

Payroll Giving is a great way to enable the charities you care about to receive regular funds. There are many great benefits to Payroll Giving but ultimately it allows organisations like Versus Arthritis to make long-term plans and focus on our charitable objectives. It is simple to setup and once it is done you can feel confident your money will be transmitted safely every month.

What does tax efficient mean?

By donating to Versus Arthritis from your gross pay it means there is no income tax liability on your donation and you will pay less tax. Donations made from gross pay also mean the charities you donate to don't need to claim Gift Aid related to your donation, saving valuable time and money.

Payroll Giving is especially efficient for medium and higher rate taxpayers allowing for larger donations at a lower cost.

You will pay less tax!

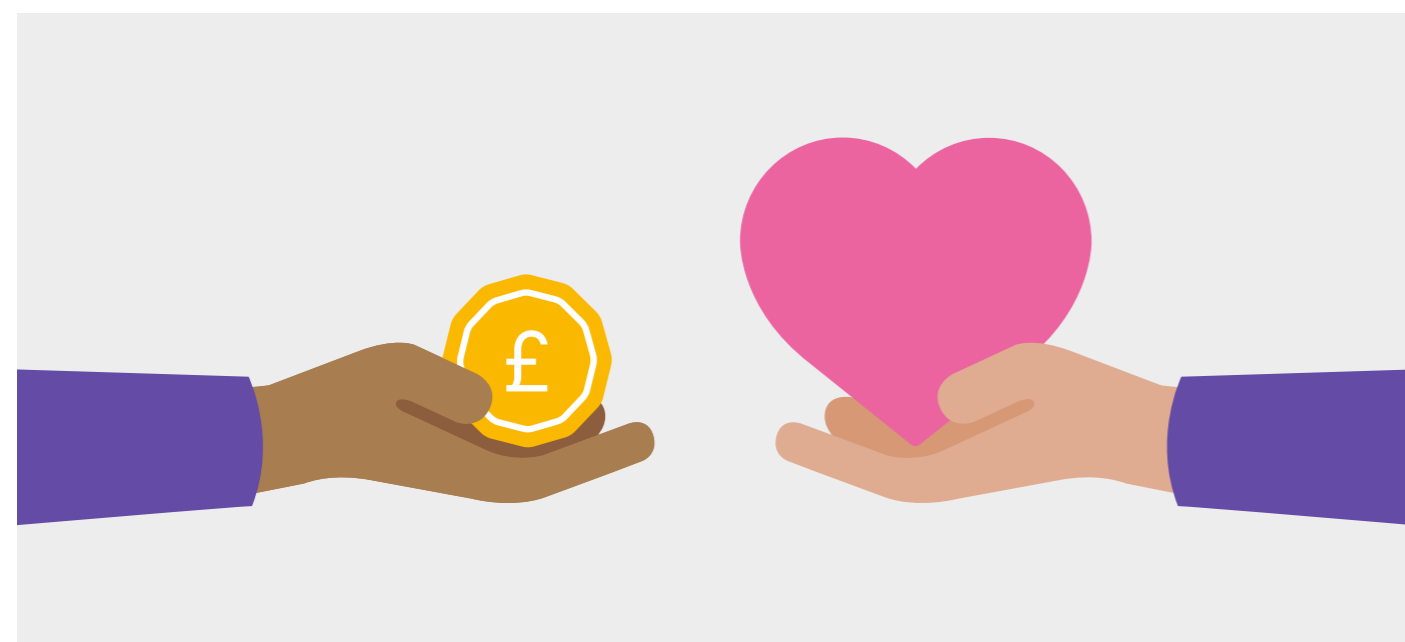
The tax relief you get depends on the rate of tax you pay.

Versus Arthritis receives a monthly donation of:	Cost to basic rate (20%) taxpayer	Cost to higher rate (40%) taxpayer
£5	£4	£3
£10	£8	£6
£25	£20	£15
£50	£40	£30

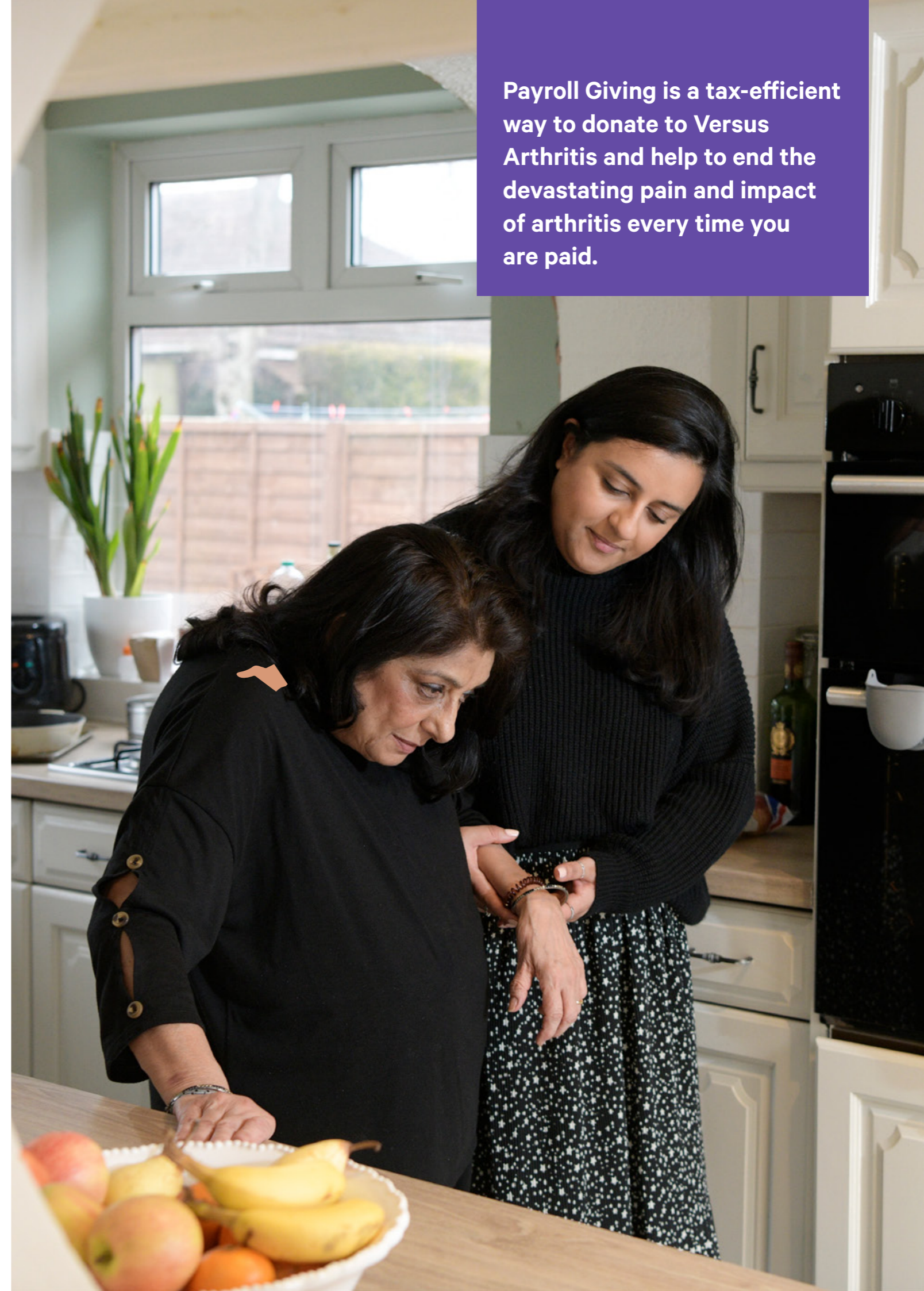
(Scottish rates of tax are slightly different)

It means you can consider increasing your donation because you are paying less tax.

Payroll Giving allows you to automatically give a gift to charities like ours each payday before tax is taken out of your pay cheque.



Payroll Giving is a tax-efficient way to donate to Versus Arthritis and help to end the devastating pain and impact of arthritis every time you are paid.





Lauren's story

“When you have an invisible illness it can be hard,” says Lauren, who lives with seronegative rheumatoid arthritis.

“If you have a broken leg someone will hold the door open for you, but people can't see the pain I'm in. When I was on methotrexate I felt like a zombie, and I don't think anyone really understood. When you can't see something's wrong you can be judged for having a day off sick for example. My manager is supportive. She understands, but I think it very much depends on the line manager you have in your organisation and what policies are in place.

I wasn't really aware of Versus Arthritis until a couple of years ago. To be able to have access to that community at the time would've been really helpful. I didn't know anyone else going through it then, maybe an aunty who was 65 but that's quite

different. I was isolated and lonely. I think that's had a bit of a detrimental effect on my mental health, it's a lot to process.”

Small regular donations can bring about meaningful change.

When you make a regular donation through your pay, even small monthly amounts have a significant impact when they accumulate over time to help more people like Lauren living with arthritis.



[Watch this video showing how Versus Arthritis offers hope for more people with arthritis.](#)

GET STARTED WITH PAYROLL GIVING IN YOUR WORKPLACE

Help us support people with arthritis by donating through your pay

Payroll Giving is super easy to set up. Ask your payroll department or Benefits/CSR Team directly for how to get started. They will ask you to complete a form with the information about the donations you wish to make and giving your consent for the process to happen.

What does my company need to do?

Many companies will have an established scheme already, set up in partnership with a Payroll Giving Agency. If not, setting one up is quick and easy and can form an important part of their Corporate Social Responsibility.

What is a Payroll Giving Agency?

Payroll Giving Agencies facilitate the secure transition of funds from your gross wages to your nominated charity's bank account. Payroll Giving Agencies are themselves charities and they are authorised by HMRC to perform this function. Your company needs to have a contract with a Payroll Giving Agency to allow donations to be deducted from your gross pay.

Get your colleagues on board

Once a Payroll Giving scheme is set up and an agreement is in place with a Payroll Giving Agency, the Payroll Giving scheme can be promoted throughout the company.

How does it work?

Giving through your payroll is a really easy and incredibly cost-efficient way to support Versus Arthritis.

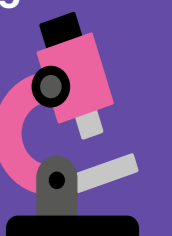
You decide what to give and your employer deducts that amount from your pay each week or month.

There's also a tax advantage to Payroll Giving because your donation comes out of your salary before it's taxed.

For every **£1** you donate to Versus Arthritis 

 If you are a standard-rate taxpayer, the actual cost to you will be **80P**

Your support means that we can invest in breakthrough treatments to end the pain of arthritis and bring hope for a brighter tomorrow.



Promoting a Payroll Giving Scheme

Payroll Giving is a tax-efficient scheme that allows your employees to donate to us directly from their salary whilst demonstrating your company's commitment to supporting the community.

It's free to set up

There are no set-up costs for employers. Payroll Giving Agencies can charge a processing fee of up to 5% of the donation amount. However, some agencies don't charge and some charge a transaction fee per employee. You may choose to cover this fee for your employees otherwise the Agency will deduct it from donations. You can find a list of all approved agencies on the Gov.UK website.

Employer benefits

- Improves staff morale and motivation and shows commitment to your employees.
- Simple to set up and run, with no set-up costs.
- Boosts your CSR profile and can improve current and prospective employees' perceptions of your business.
- Recognition through quality marks and excellence awards.

Employee benefits

- Easy and convenient – straight from your pay.
- Tax-effective – it costs less to give more.
- Supports the causes you care about most.
- Flexible – control over how much you want to donate, and to which causes.

Payroll Giving provides a regular, reliable unrestricted income stream, which allows the charity to plan ahead and budget for the future whilst increasing social impact.

Motivating colleagues

Having a Payroll Giving program not only benefits charitable organisations like Versus Arthritis but also strengthens the sense of community within your company. By empowering employees to contribute to causes they care about, you're helping to foster a culture of giving and making a positive impact in the community.

Here are several motivation ideas you could implement in your workplace that will encourage your employees to engage with Payroll Giving:

- Provide regular reports to employees on their contributions and the impact of their charitable donations.
- Establish a feedback system for employees to share their thoughts on the program.
- Offer incentives to encourage sign ups.
- Consider offering a matched donation from the business for each employee.

Celebrating success

- Recognise and celebrate the collective impact of employee contributions through newsletters, company events, or internal communications.

Promoting your Payroll Giving program

Including information on Payroll Giving in induction packs for new starters is a great way to inform new employees about your Payroll Giving scheme.

Talk about Payroll Giving regularly and help to promote it during Payroll Giving Month.

By matching employee donations you can add extra value and this can be a great incentive for people to sign up.



Sfiyah's story

Sfiyah, age 9, was diagnosed with juvenile idiopathic arthritis (JIA) in 2022. JIA is an autoimmune condition that starts in childhood causing pain, inflammation, stiffness and potential joint damage.

Diagnosis was difficult, and Sfiyah is struggling to come to terms with her arthritis and how it will impact her. The Young People and Families Service (YPFS) have been supporting Sfiyah and her mum Parvina, and are helping them to connect to other young people who have arthritis.

"My JIA impacts me a lot," says Sfiyah. "It stops me from doing a lot of things, like playing in the playground in school. I can't run around as much because of my knees. It puts a lot of pressure on them.

Trying to fit in when you're different is hard."

"Diagnosis was incredibly difficult," says mum Parvina. "It took such a long time and it felt like healthcare professionals weren't listening.

It's very early in Sfiyah's diagnosis. Even though we're all here to support her, it's taking its toll."

Sfiyah can notice the difference of what's happened since her diagnosis. She's still trying to come to terms with the fact that she has to change her lifestyle slightly.

"Sfiyah struggles to build trust with everyone, but with Elinor (her YPFS worker) it was instant. Elinor understood that Sfiyah's had such a difficult time, and she can support her in ways that don't make her feel intimidated... It's been great to have someone there to help Sfiyah and give her a positive mindset."

Small regular donations can bring about meaningful change.

When you make a regular donation through your pay, even small monthly amounts have a significant impact when they accumulate over time to help more people like Sfiyah living with arthritis.



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Get involved

Payroll Giving Month

February is Payroll Giving Month, a time when once a year the charity sector and companies come together and make a special effort to raise awareness of Payroll Giving.

We need your help

Will you champion Versus Arthritis in your workplace this Payroll Giving Month?

Despite the fact that 1 in 10 current UK employees have a musculoskeletal condition like arthritis, 1 in 3 employees with a long-term condition have not discussed it with their employer.

Arthritis can significantly impact a person's ability to work. The pain and fatigue it causes, and fluctuating symptoms, can make work challenging.

Without the right adjustments and support, many people struggle to manage their condition in work. This can lead to lack of progression into or within work, presenteeism, sickness absence and ultimately job loss, placing a financial strain on families and society.

We believe everyone with arthritis deserves to live with dignity and purpose, and keeping people in work is essential to that goal. With access to the right information, tools, and support to self-manage, people with arthritis can work well for longer. With your help we can continue to make a difference to those most deeply affected by arthritis.

Many people won't have heard of Payroll Giving and therefore won't be aware that it is a very easy and tax-efficient way to support our vital work.

For more information, [visit our webpage](#).

Please help us spread the word and like, share, and/or promote all the posts and messages you see on social media or on your company intranet.



How will I be helping Versus Arthritis?

Here's how your monthly donation can really make a difference:



£15

could help us pick up the phone and offer one-to-one support to someone in pain.



£27

could support a researcher to develop tests to diagnose arthritis earlier.



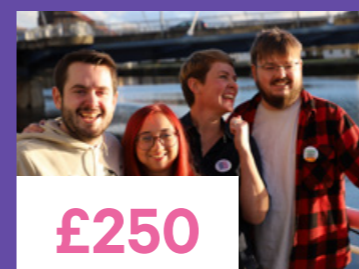
£48

could help someone attend a Living Well course to help them manage their condition.



£100

could provide training to a GP, helping them to better diagnose and support people with arthritis in the UK.



£250

could go towards a young person living with arthritis to attend a residential weekend to get support and help they need.

We are working tirelessly towards a future free from arthritis. A future where people no longer feel isolated and forgotten. Your support will help us turn hope into reality.

To find out more about Payroll Giving, contact:
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