

STAFF EXPENSES POLICY

1. Introduction

1.1 This policy applies to all employees of the council.

1.2 The policy provides a framework to show how an employee can claim and be reimbursed for reasonable and authorised expenses that are incurred during their normal course of work.

2. Expectations

2.1 Employees are expected to:

- Behave honestly, responsibly and within the guidelines of this policy
- Submit expenses claims within reasonable timescales, on approved forms and provide enough information to explain the need for the expense
- Keep all receipts and provide VAT receipts (where appropriate) to allow the council to reclaim the VAT

2.2 The council will:

- Check claimed expenses are authorised in line with this policy
- Approve and pay legitimate claims promptly

2.3 If an employee fails to comply with this policy, this may delay reimbursement or cause claims to be rejected. Persistent or deliberate non-compliance may result in disciplinary action.

3. Travel related claims

3.1 The council has followed the guidance of HM Revenue & Customs in setting the following travel related expense rates:

- Private car mileage – 45p per mile (up to a maximum of 10,000 miles per annum, thereafter 25p per mile)
- Additional passenger mileage in a private car – 5p per mile per passenger
- Motorcycle mileage – 24p per mile
- Bicycle mileage – 20p per mile
- Rail or bus fare – reimbursement of cost (standard class) as shown on ticket
- Parking – reimbursement of cost as shown on ticket (only where no free parking is available within reasonable walking distance)

3.2 Mileage claims should only be claimed for distances in excess of normal travel to work. You cannot claim mileage for normal travel between work and home.

3.3 The council will not, under any circumstances, reimburse employees for penalty fines incurred due to speeding, unsafe driving or any other motoring offence, or for parking fines.

*Date adopted 22nd September 2020
Date to be Reviewed September 2021*

4. Other expenses claims

4.1 The following expenses are acceptable and council employees will be reimbursed for:

- Overnight accommodation and sustenance where required for attendance at a work related event (where agreed in advance with the line manager)
- Professional membership fees (where relevant and agreed in advance with the line manager)
- Annual eye-testing fees (for employees who regularly use Visual Display Units (VDU's))
- HMRC have announced that the maximum 'homeworking allowance', which may be paid tax free to employees who are required to work from home to recognise the additional costs they incur, will be increased from £4 per week to £6 per week as from April 2020. There is no other change to the tax rules on expenses and benefits.

5. Claims process

5.1 Employees must fill out an approved expenses claim form promptly after incurring expenses (and no later than **6 months** after the claim date), and submit to the Parish Council for approval.

5.2 The cheque signatories are responsible for checking the claim complies with this policy, and includes receipts (where applicable). Once satisfied, the line manager will sign the form, thereby authorising the payment to be made.

5.3 Payment will be made direct to the employee (not through payroll) either by cheque or direct credit to their nominated bank account.

5.4 Any employee unsure whether a claim is likely to be acceptable is advised to speak to their line manager prior to incurring the expenses.