



## Travel and Subsistence Policy

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**Policy Statement**

UK Research and Innovation (UKRI) may require employees to travel on official UKRI business and will reimburse claimants promptly for the costs of travelling when they are away from home or their normal place of work.

The preferred purchasing route for travel services is through the UKRI appointed agents, who will be paid directly. Travel and subsistence claims, as with all UKRI expenditure, are met from public funds and attract public attention, therefore it is imperative that there is full compliance with this policy and that claims are processed in a consistent and effective manner.

All those travelling on UKRI business and making claims under this policy are expected to recognise their obligations to consider whether the trip is necessary, and to obtain maximum value for money and consider the safety and wellbeing of employees and the environmental impact of their travel.

Employees must make claims only in respect of costs properly incurred.

This document incorporates the policy for travel on UKRI business, including related aspects such as overnight accommodation. The policy applies to employees at all levels of the organisation.

Before following this policy, please consult the HR Policy Framework.

**Management Statement**

The Travel and Subsistence Policy and Procedure (the 'Travel and Subsistence Policy') has been agreed with the Trade Union Side and complies with statutory legislation, and HM Revenue and Customs requirements.

For the purposes of this policy the use of the word 'employee' covers UKRI employees, including those employed on temporary or fixed term contracts. The policy will also apply to non UKRI employees who claim travel and subsistence through UKRI. For advice on the application of the policy contact HR.

**References**

Managing Performance and Conduct Policy  
Working Location Policy

Version Number	Status	Revision Date	Summary of Changes
Version 1.0	Complete	January 2020	New policy created

## Travel and Subsistence

### 1. Summary

1.1 Below is a comprehensive guide to the rates that can be claimed for travel made on UKRI business. HM Revenue & Custom Mileage rates will be reviewed annually.

1.2 The above rates include all expenses incurred in the use of a vehicle including fuel.

Expense	Criteria	Amount/policy
Cars and vans	Each business mile within the first 10,000 business miles in tax year	45p
	Each business mile over 10,000 in the tax year	25p
	Per passenger per business mile for carrying fellow employees in a car or van on journeys which are also work journeys for them	5p
Motorcycles	Each business mile	24p
Bicycles	Each business mile	20p
Flights (see <a href="#">Appendix A</a> for more information)	Flights of less than 5.5 hours	Only an economy ticket is permitted
	Flights of more than 5.5 hours	Economy class or premium economy class is permitted
Loyalty points awarded by airlines	Points accrued through official travel for UKRI	These points must be used to offset the costs of future official journeys, and not for personal use. Employees cannot specify a particular supplier to gain air miles or loyalty points from
Visa fees (see <a href="#">Appendix B</a> for more information)	Applied for as part of official UKRI business	Will be reimbursed on production of a receipt
Car hire (see <a href="#">Appendix A</a> for more information)	Claimants should use the UKRI's recommended service for booking a hire car	Claimants may claim for the cost of fuel for a journey made as part of UKRI business
Taxis (see <a href="#">Appendix A</a> for more information)	(e.g. when a journey by public transport would be longer and more difficult, if an employee has very heavy luggage, for those with disabilities or for those who perceive themselves to be at higher risk)	Costs will be reimbursed. Receipt must be provided including journey details and dates
Parking, congestion charges, ferries	For journeys which qualify for the mileage allowances	Expenses may be claimed but receipts should be submitted
Clamping or congestion charge fines	In the event of a meeting overrunning or non-payment of a congestion charge	No payments will be made
Meals in the UK	Breakfast meal limit (where not included in B&B tariff)	£7.50 inc. VAT
	Lunch meal limit	£15 inc. VAT
	Evening meal limit	£25 inc. VAT
Accommodation rates in the UK (see <a href="#">Appendix C</a> for more information)	London and Edinburgh (including breakfast)	Maximum £170 inc. VAT per night
	Elsewhere in the UK (including breakfast)	Maximum £120 inc. VAT per night

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	Staying with friends or relatives (only available for employees paid via payroll) *	Flat rate £25 net per night
Overseas expenses	Scale rate expenses payments: employee travelling outside the UK	Actuals up to the limits set in the HMRC <a href="#">scale rate expenses payments</a>
Personal incidental expenses	Per 24-hour period	£5 (flat rate)
Additional or late attendances at work	Travel between home and place of work	This is the responsibility of the employee and will not normally be reimbursed

1.3 The above summary does not include all types of expense claim. For any information not included, please refer to the relevant contents page or appendix.

\* this is a taxable allowance and therefore only applicable to employees paid via payroll with the appropriate deductions of tax and NI.

**2. Principles**

- 2.1 Employees should neither profit nor suffer a financial loss whilst undertaking UKRI business.
- 2.2 The reimbursement of expenses is normally on a receipted actual basis within the maximum limits stipulated the [summary table](#), or, in the case of overseas expenses, within the maximum limits set by the HMRC’s scale rate expenses payments.
- 2.3 All expenses processed through UKRI accounts will be treated as if they were paid for by public funds irrespective of the actual source of funds.
- 2.4 Expense claims should not be used to purchase equipment, materials or services that should be bought through the normal procurement process e.g. computers, phones.
- 2.5 The organisation recognises that in exceptional circumstances (e.g. emergency situations, inability to obtain a receipt, travelling in certain countries abroad) a claimant may have to deviate from UKRI’s policy. In relation to travel abroad it should be discussed and agreed in advance with the line manager as to whether claiming the HMRC daily rate would be more appropriate.
- 2.6 The cost of travel between home and the normal place of work is the responsibility of the claimant and will not normally be reimbursed.
- 2.7 Local Travel and Subsistence policies are not permitted.
- 2.8 Some of the provisions detailed within this policy are subject to tax in line with HMRC rules. Expenses paid to employees that are considered taxable will be reimbursed with the monthly salary payment and will be subject to Income Tax and National Insurance contributions. If an expense is reimbursed to a non UKRI employee that is considered taxable, UKRI will notify the HMRC and the tax due will need to be paid to HMRC by the claimant.
- 2.9 For further information on application of the procedures, please see below.

### 3. Delegation

- 3.1 For information on the delegated authority, please refer to the UKRI HR Delegated Authority Framework.

### 4. Claims procedures

#### 4.1 UKRI employees

- 4.1.1 All UKRI employees should submit their expenses via their relevant IT system.

#### 4.2 Non UKRI employees

- 4.2.1 Non UKRI employees must submit their expenses claims on a Non-Employee Expenses Claim Form which is available on the system or accessed through UKRI HR or Finance teams.

#### 4.3 Claimants leaving UKRI

- 4.3.1 All expenses claims must be authorised and submitted prior to the claimant's last working day with UKRI. Claims received after this date will only be paid in exceptional circumstances and using the non-employee claim process.

#### 4.4 Interview expenses

- 4.4.1 UKRI may offer to pay applicants' expenses to travel by the most economic route to the interview venue at the recruiting manager's discretion.
- 4.4.2 Applicants must submit their expenses claims on a Non-Employee Expenses Claim Form (see 4.2.1 above).

### 5. How to claim reimbursement

#### 5.1 Claiming expenses and receipts

- 5.1.1 Claims for the reimbursement of expenses from UKRI employees must be submitted via the relevant system, or where the employee does not have access to the system, via local arrangements.
- 5.1.2 Following submission of the claim, receipts must be submitted using the relevant system.
- 5.1.3 Small items of incidental expenditure, up to £5 total per day, can be claimed without a receipt if not available.
- 5.1.4 All expenditure over £5 must be accounted for with receipts. Reimbursement for items over £5 without receipts will only be met in exceptional circumstances. In each case the claimant should contact the payroll manager of the relevant system to establish whether any tax liability will apply.
- 5.1.5 Credit and debit card charges will not be reimbursed unless incurred while on overseas business.

#### 5.2 Time limit for claims/reimbursement

- 5.2.1 Expenses claims should be submitted for payment within 60 days of the expense

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being incurred. Properly-completed and authorised claims will normally be paid within three working days. A brief note should be attached with the note if it is not possible to submit expense claims within the timeframe.

5.2.2 Further information on claiming for reimbursements can be found in [Appendix A](#).

### 5.3 False/Fraudulent claims

5.3.1 All claimants are responsible for completing claims accurately.

5.3.2 Any attempt to claim expenses in breach of this policy or to assist a colleague to breach this policy will be considered a serious disciplinary offence and will be dealt with under the UKRI Managing Performance and Conduct Policy - disciplinary procedure.

5.3.3 There are occasions where UKRI buys a ticket for travel for a claimant and/or reimburses the claimant for the expenses, pending payment to the claimant by a third party. In these circumstances the claimant is obligated to repay the organisation at the earliest opportunity. Failure to repay expenses which have been met by the organisation and are then reimbursed by a third party may constitute fraud.

### 5.4 Appeals

5.4.1 UKRI employees who consider that their claim or circumstances have not been considered or authorised fairly may follow the UKRI grievance procedure as a method of appeal against decisions taken. However, claimants are encouraged, in the first instance, to seek advice and guidance on their concerns from HR.

## 6. Travel claims

6.1 All travel for official UKRI business must be approved by the authorising manager prior to being booked and undertaken.

### 6.2 Mode of travel

6.2.1 Claimants should use the recommended service for booking travel.

6.2.2 Claimants may choose their own form of transport subject to the overriding consideration of value for money.

6.2.3 The organisation's preference is for employees to use public transport or, where that is not practicable, to use UKRI owned vehicles or self-drive hire cars (where these are better value for money than using privately owned vehicles - see [Appendix A](#)).

6.2.4 The use of taxis may be justified in certain circumstances (see [Appendix A](#)).

### 6.3 Travel/subsistence advances

6.3.1 Where circumstances prevent an expense being recovered in timely manner, such as an extended period of overseas travel, advance payment may be made to cover anticipated costs of travel and subsistence. This should only be used in exceptional circumstances.

6.3.2 The amount advanced will be determined by the organisation on a case-by-case

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basis; in all cases, it will be less than 100% of the anticipated travel and subsistence costs. Advances should be ordered in time for the trip but not significantly prior to the trip.

- 6.3.3 After returning from travel the claimant should submit an expense claim and their receipts via the normal process, specifying the amount that they had already been advanced. Any overpayment will need to be reimbursed to UKRI by the claimant.

### 6.4 Reimbursement of cancellation charges

- 6.4.1 Where a claimant has unavoidably had to cancel travel/accommodation plans and cancellation charges are incurred these will be reimbursed by UKRI if the following conditions are met: 1) claims are accompanied by supporting documentation, and 2) the authorising manager is satisfied that cancelling the travel/accommodation was unavoidable.
- 6.4.2 The claimant is expected to assist the organisation in recovering costs from the UKRI Group Travel Insurance scheme.

### 6.5 Environmental impact of travel

- 6.5.1 Before booking travel, claimants should consider whether the trip is necessary or whether teleconferencing or video conferencing offer a viable alternative.
- 6.5.2 The organisation encourages claimants to use the mode of travel that results in the least environmental impact.
- 6.5.3 Where choosing a more environmentally friendly mode of travel results in an increase in costs, the employee must raise this in advance of making any bookings, with their authorising manager. All reasonable requests should be approved.
- 6.5.4 Further information on air travel, privately owned vehicles, insurance requirements and mileage can be found in the [summary table](#) at the beginning of this policy.

### 6.6 Detached duty - Daily Travel to Undertake Detached Duty

- 6.6.1 Where employees travel daily from their home at the permanent establishment to a place of detached duty, UKRI will reimburse excess travel and expenses costs.
- 6.6.2 Expenses will be reimbursed for the first 30 working days of actual attendance; days on which expenses are not claimed will be disregarded as will days on which the employee travels directly from home to another location on official business. Once the limit has been reached, payment may be resumed for visits to that place only after a continuous absence of at least three months.

## 7. Accommodation claims

### 7.1 Overnight accommodation – standards

- 7.1.1 When overnight accommodation is required it is normally expected that claimants at all levels will obtain accommodation which meets the standards set out in the [Appendix C](#) at the most economical rate available. The summary table at point two provides the maximum normal limits for accommodation rates in the UK. Where, in exceptional circumstances, these rates need to be exceeded this should be approved by the authorising manager prior to booking.

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7.1.2 A guide for overseas accommodation rates is available from HMRC and these rates should be considered when booking accommodation.

### 7.2 Overnight accommodation - choice of hotels

7.2.1 The organisation expects claimants to use hotels at which discounts have been negotiated or to use centralised booking arrangements where these are available.

7.2.2 However, the preference of individual claimants in their choice of hotel will be respected subject to the overriding consideration of value for money.

7.2.3 Further information can be found in [Appendix C](#).

## 8. Claimants with disabilities or medical conditions

8.1 It is recognised that claimants with disabilities, or medical conditions, may have additional needs when travelling and staying in hotel accommodation.

8.2 Where a claimant with a disability, or medical condition, requires a mode of travel or accommodation which, although is more expensive for UKRI, they consider to be a more practical and convenient method of transport for them, the claimant should raise this with their authorising manager for discussion in advance of making any bookings. UKRI should apply flexibility and discretion to ensure that the claimant is not inconvenienced.

## 9. Disclosure of information relating to expenses claimed

9.1 From time to time the organisation may be required to publish information relating to expenses claimed from UKRI by employees and non-UKRI employees, for instance in response to a Freedom of Information request.

9.2 In such cases the UKRI would normally release information at an aggregate or summary level.

9.3 Where a request involves the expenses of Directors, other senior managers and others who it may be possible to identify from the data, those involved will, wherever possible, be given the opportunity to comment in advance on the information likely to be released.

9.4 In any other instances where the public interest may favour disclosure the individuals affected would, wherever possible, be given the opportunity to comment on any information likely to be released.

9.5 Where copies of receipts or invoices are requested these will be made available as appropriate, taking into account any issues relating to personal data.

## 10. Reimbursement of expenses by other organisations

10.1 Travel and accommodation can be funded by another organisation if that organisation pays the travel provider directly or alternatively the host organisation can pay UKRI directly by bank transfer.

10.2 Employees should refuse any offer of payment, in cash or otherwise, by another organisation for expenses paid by, or due to be paid by, UKRI.

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**Appendix A – Transport claims**

**A1. Public transport - Class of travel**

- A1.1 Claimants are normally expected to travel standard class by train and economy or, for flights longer than 5.5 hours, premium economy class by air, (see the [summary table](#)). All claimants should actively seek value for money where it is practical and feasible.
- A1.2 Air and rail travel should be booked through the UKRI's recommended service.

**A2. Oyster Journeys (TfL)**

- A2.1 Travel on metro systems using contactless is acceptable where it offers better value for money and an itemised receipt can be provided.
- A2.2 Underground tickets can be purchased when making an inter-city rail booking. Staff and/or teams who make regular trips to or around London should use an Oyster card or contactless payment method.
- A2.3 If using a personal 'pay as you go' Oyster card for business travel, you should only claim for the cost of the actual journey and not the round sum you may have paid to top up. Journey statements confirming the route and cost are available by registering your Oyster card. The statement can be submitted with the claim for reimbursement.
- A2.4 Transport for London offer 'contactless payment' in place of an Oyster card. You can create an account and register your debit/credit card or link a debit/credit card to your current Oyster account. Journey statements will be available and can be submitted with the claim for reimbursement.
- A2.5 If you purchase an Oyster travel card, for a week, month or year, as part of your journey to and from work, only journey expenses above the cost of the travel card will be reimbursed (these journeys will be charged to your card as part of 'pay as you go').
- A2.6 It is recognised that this may not be possible at short notice or when the claimant is away from the office. In these circumstances the claimant may purchase the ticket and recharge the cost.

**A3. Exclusion of business and first-class travel**

- A3.1 UKRI employees and other claimants are generally not permitted to travel by first or business class on any form of transport including air and rail except in exceptional circumstances, for example where justified by a medical condition or disability.
- A3.2 First class may be booked in order to secure a single occupancy of a sleeper compartment on a train. Employees may also book the cheapest en suite accommodation on a sleeper train where available.
- A3.3 The claimant must seek authorisation from their authorising manager prior to booking any form of business or first-class travel.
- A3.4 When planning official travel, arrangements should be made as far as is practicable for adequate rest periods between the stages of long-haul flights (flights of more than five hours) or before an employee starts work after such flights.
- A3.5 Claimants are welcome to upgrade from standard at their own expense (or use of personal reward miles). UKRI can only cover the cost of the standard fare.

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### **A4. Air Travel - Class of ticket to be purchased:**

- A4.1 For flights of less than 5.5 hours only an economy ticket is permitted.
- A4.2 Where the total flight time of a journey is 5.5 hours or more, a premium economy ticket is permitted.

### **A5. Privately owned vehicles**

- A5.1 There is no obligation or expectation that privately- owned vehicles should be used for UKRI business.
- A5.2 Claimants must ensure they comply with the provisions of UKRI's Driving and Use of Vehicles at Work policy/guidance, which provides an effective system of controlling the risk to employees who drive on UKRI business.
- A5.3 When using their own vehicle, claimants must ensure that it is licensed, appropriately insured and has a valid MOT certificate. Provided the insurance and ownership requirements are satisfied, claimants may use privately owned motor vehicles and claim the appropriate mileage allowance rate (see summary table) except when:
  - A5.3.1 there is suitable UKRI provided transport readily available,
  - A5.3.2 or there is room for another passenger in another vehicle which is to be used for an official journey over the same route at about the same time;
  - A5.3.3 using public transport is better value for money.
- A5.4 A formal undertaking must be completed and handed to the authorising manager at the permanent place of work before any claimant first uses their private motor vehicle on official business. This formal undertaking must include:
  - A5.4.1 confirmation that the employee has read the requirements set out in this policy relating to their vehicle.
- A5.5 The following paragraph: "I understand and accept these requirements as governing the use of my motor vehicle(s) on official UKRI business and, in agreeing to comply with them, undertake to ensure that I am adequately insured and to advise my authorising manager immediately of any change which means that the insurance falls short of what is required, under the UKRI Travel and Subsistence Policy."

### **A6. Mileage allowances**

- A6.1 Payment for using a privately-owned vehicle(s) on official business will be by one of the ways set out below:
- A6.2 Payment of a bicycle allowance for journeys when an individual uses a privately-owned bicycle.
- A6.3 The allowances above are not subject to income tax or National Insurance contributions.
- A6.4 Details of the current rates of the allowances are set out in the summary table.
- A6.5 UKRI will only pay the HMRC approved mileage rate for the appropriate journey. These rates are subject to change by HMRC and such changes will be actioned by UKRI at the time they are made.

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**A7. Passenger supplement**

- A7.1 A passenger supplement per passenger per business mile, may be claimed in conjunction with the mileage allowances in the summary table in respect of each official passenger carried whose fare would otherwise be payable from UKRI funds.

**A8. Parking, congestion charges, tolls, ferries and other driving-related penalties**

- A8.1 Reasonable expenses incurred on parking, congestion charges, tolls and ferries may be claimed in respect of journeys which qualify for the mileage allowances in the summary table. Receipts or other documentary evidence should be submitted as part of the claim.
- A8.2 Charges for overnight parking will be paid only when subsistence expenses are payable for the night(s) in question.
- A8.3 Employees are personally liable for traffic, parking and congestion charge penalties.
- A8.4 Reimbursements will not be made to an employee who receives a fine or other financial penalty relating to an offence committed whilst driving on UKRI business (e.g. for speeding or for using a hand-held mobile phone or similar device). Given the possible impact on the UKRI's vehicle insurance premium, employees are required to notify UKRI of any such offences and penalties. Employees found guilty of breaking road traffic laws while driving on official business may be subject to disciplinary proceedings.

**A9. Taxis and self-drive car hire**

- A9.1 It is recognised that the use of taxis can be in the interest of UKRI (e.g. when the journey by public transport would be considerably longer and more difficult or if an employee has very heavy luggage, etc.).
- A9.2 Claimants who would find public transport impractical or inconvenient (e.g. claimants with disabilities) or those who would perceive themselves to be at higher risk should be reimbursed the cost of taxis. A receipt must be provided which must include journey details and dates.
- A9.3 Claimants should use the UKRI's recommended service for booking a hire car and may claim for the cost of the fuel for that specific journey.

**A10. Concessionary travel for additional or late attendances at work**

- A10.1 The cost of travel between home and the normal place of work is the responsibility of the employee and will not normally be reimbursed.
- A10.2 However, the cost of any extra (i.e. above that normally occurred in a working day) travelling expenses will be reimbursed if an employee is, for UKRI work reasons, obliged to:
- A10.2.1 return to the place of work at the weekend, for UKRI work reasons
  - A10.2.2 return to the place of work again in the evening after already having travelled home from work earlier in the day
  - A10.2.3 exceptionally remain late in the evening
  - A10.2.4 return to the place of work on a public or privilege holiday

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A10.3 Claimants are not eligible for payment if:

A10.3.1 they are attending as part of a regular rostered commitment; or

A10.3.2 they are in receipt of shift allowance which takes account of irregular attendance or hours.

A10.4 When a day off is taken in lieu of having worked at the weekend, or on a public or privilege holiday, the normal daily travelling cost will not be reimbursed for the time at work since travelling costs will not have been incurred on the day off.

Payment for such extra travel between home and place of work is normally subject to income tax. Claims must therefore be made using the UKRI arrangements for claiming taxable expenses.

However, claimants obliged to finish work after 2100 hours on an infrequent and irregular basis will be reimbursed necessary additional expenses, e.g. for taxi or hire car, of travel home tax free under the terms of the relevant HMRC concession. Detailed advice as to whether or not the concession can be applied can be obtained from the Finance and Procurement Contact Centre within UKRI's provider.

For the purposes of this concession, the requirements which should be met are:

1. late working is regarded by the HMRC as frequent if it occurs on more than 60 occasions in a tax year,
2. late working is regarded by the HMRC as regular if there is a predictable pattern.

## A11. During a public transport emergency

A11.1 During a public transport emergency, claimants who are required to attend work and who thereby incur extra unavoidable travelling expenses will be reimbursed. This may be liable for tax – guidance can be sought from the payroll manager of the relevant system.

## A12. Loyalty points awarded by airlines, hotel chains etc.

A12.1 Claimants may not specify a particular supplier solely to gain Air Miles or any other loyalty points.

A12.2 Air Miles or Loyalty Points which are accrued to an individual as a result of official travel on behalf of UKRI must only be used to offset the costs of future official journeys, and not for personal use.

A12.3 The organisation will not reimburse claims where private Air Miles or Loyalty Points have been used for UKRI travel and the cash equivalent is sought upon redemption.

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**Appendix B – Overseas travel**

**B1. Passport and Overseas Visa**

- B1.1 Claimants required to travel overseas on UKRI business will be reimbursed the cost of obtaining a visa when necessary for the travel on production of a receipt.
- B1.2 Employees are responsible for obtaining passports for themselves and ensuring they have appropriate visas before departure.
- B1.3 The following instances allow for reimbursement of the passport fee:
  - B1.3.1 when the individual concerned requires two passports due to the political situation in different countries or the regular need to have one passport away for the issue of visas whilst another is being used for travel. UKRI will meet the cost of the second passport.
  - B1.3.2 When the passport pages are filled as a result of business-related overseas visits,
  - B1.3.3 where it is anticipated there will be a need for a passport with additional pages due to the number of visits to be made. UKRI will meet the difference in cost between this and the standard passport.
  - B1.3.4 When the individual concerned intends the only visits they will make overseas during a one-year period will be in connection with their work.

**B2. Exchange rates**

- B2.1 Where expenditure has been incurred in a foreign currency the claimant may use the exchange rate applied as long as their claim is accompanied by evidence of this rate.
- B2.2 Where there is no evidence of the specific exchange rate then the expense claim should be made in the exchange rate applicable on the day of the claim (which is often provided by the claim system).

**B3. Currency exchange commission**

- B3.1 Claimants required to travel overseas on UKRI business will be reimbursed the cost of exchange fees and commission when accompanied by a receipt/documentary evidence.

**B4. Immunisation and inoculations for overseas travel & Medical Screening**

- B4.1 Claimants travelling overseas on UKRI business will be reimbursed the cost of any immunisation treatments required for the travel on production of receipts provided that the travel has been approved.

**B5. Overseas travel insurance**

- B5.1 Claimants (including non-UKRI employees) travelling overseas on approved UKRI businesses are usually covered by the UKRI Group Travel Insurance Scheme. If employees have any reason to suspect that they may not be covered by the Scheme, they should get in touch with HR or Finance.

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- B5.2 The scheme covers personal accident, disablement and medical expenses as well as personal baggage, loss of money, cancellation, travel delays, passport indemnity, personal liability and legal expenses up to certain limits. All claimants must keep receipts if they want to claim any of these costs back.
- B5.3 Claimants will be given details of the policy and a card with all the contact details before they travel (this will be issued by local administration).
- B5.4 The organisation will not reimburse the cost of any additional insurance cover claimants wish to take out, for personal travel/holiday before or after their UKRI business trip.
- B5.5 The insurance policy only covers claimants on authorised UKRI business. Full details of the insurance scheme are available from HR.
- B5.6 You may only claim for excess baggage if you are due to be away from your home office for longer than one month.
- B5.7 For further details of travel and subsistence for trips lasting more than 42 days, see the Long-Term Attachment section of the Working Location Policy.

## **B6. Other expenses**

- B6.1 When a trip from the normal place of work extends beyond 42 working days the arrangements described above will be replaced by a specially determined package. The Director will determine this package in consultation with HR and the Finance team at UK SBS.
- B6.2 The Director (or nominee), with UK SBS, will also determine the arrangements for the reimbursement of living costs, accommodation and other related costs. Normally, the employee will be expected to move into self-catering accommodation.

## **B7. Extension of business trip for personal reasons (including personal research)**

- B7.1 An employee must use the normal holiday application process using the system when applying for an extension of a business trip for personal reasons.
- B7.2 Incremental costs relating to extension must be paid for personally. It must be clearly demonstrated that UKRI business was the primary purpose of the visit. Leave records should be appropriately completed.
- B7.3 The UKRI insurance does not cover claimants for the additional days of any extension of a business trip for personal reasons.
- B7.4 Should the time spent on personal business in any one trip exceed seven days the claimant must contact the Payroll team at UK SBS for guidance on the taxation position of any reimbursement made by the organisation.

## **B8. Family travel**

- B8.1 The organisation will not meet any costs relating to the accompanying spouse/partner or family member of an employee travelling on UKRI business.
- B8.2 Where spouses or companions accompany UKRI employees, the costs must be separated appropriately e.g. if a single room costs £70 and a twin/double £100, the £30 difference must be deducted from the claim (or refunded to the UKRI, if paid initially via UKRI's travel agent).

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**B9. Long-Term Attachments (LTAs)**

B9.1 Remuneration during Long-Term Attachments (LTAs) overseas comprises three main elements:

B9.1.1 basic UK salary,

B9.1.2. Overseas LTA allowance,

B9.1.3. Night Subsistence Allowance.

B9.2 Entitlement to Overseas LTA Allowance continues throughout the LTA period, starting with the day of arrival at the overseas site and ending on the day of final return. For further information please contact HR.

**B10. Captive Time Allowance**

B10.1 Captive Time Allowance (CTA) is payable to staff on both short-term visits and Long-Term Attachment (LTAs), as compensation for periods of captivity spent at observing sites.

**C1. Overnight accommodation**

- C1.1 The preference of individual claimants in their choice of hotel will be respected subject to the overriding consideration of value for money.
- C1.2 Flexibility may be applied in certain circumstances and claimants should discuss this with their authorising manager in advance, for example when:
  - C1.2.1 discounted accommodation is not available,
  - C1.2.2 claimants have disabilities,
  - C1.2.3 there are other practical needs e.g. where an employee travelling alone may incur extra accommodation costs through safety and security need.
- C1.3 Employees may stay with friends or family, as an alternative to hotel accommodation (see the summary table).
- C1.4 Claims for overnight accommodation will be reimbursed up to the limits in the summary table on an actual's basis.
- C1.5 Standards of overnight accommodation normally expected by UKRI claimants on short visits.
  - C1.5.1 Single occupancy rooms with:
    - C1.5.1.1 en suite facilities (shower or bath),
    - C1.5.1.2 TV,
    - C1.5.1.3 tea/coffee making facilities,
    - C1.5.1.4 a telephone in the room,
    - C1.5.1.5 internet access in the room is desirable; costs will be reimbursed if there is a demonstrable business need.
    - C1.5.1.6 There should be adequate space and where it is necessary to work in the room, facilities (light, writing surface, telephone, etc.) for doing this.
  - C1.5.2 The accommodation should have satisfactory personal security arrangements and adequate emergency procedures.
  - C1.5.3 Restaurant facilities should be available either on the premises or locally, offering full breakfast and a reasonably priced menu for lunch and dinner.
- C1.6 Extras such as newspapers, room service, mini-bar, film/DVD hire should be met by the claimant.
- C1.7 Claimants with special requirements, e.g. for managing a disability or complying with a religious obligation, are asked to ensure that these needs will be able to be met before any overnight accommodation is booked. In case of difficulty please contact HR. Any personal information provided in these circumstances would, be treated as confidential.

## **D1. Day subsistence (meals and beverages)**

- D1.1 Claimants may claim the reasonable costs of meals taken in the course of business travel provided that they are:
- D1.1.1 absent from their normal place of work or other agreed place of work for a fixed period for more than five hours; or
  - D1.1.2 exceptionally, are required to work until 20.00 hours or later in addition to normal day duty (but are not staying away from home overnight). However, in these circumstances payment will be liable to income tax and claims must therefore be made using the UKRI's arrangements for claiming taxable expenses.
- D1.2 The summary table at paragraph two provides all rates including benchmark scale rates for overseas travel. This limit is inclusive of additional extras including tips. Where, in exceptional circumstances, these rates need to be exceeded this should be approved by the authorising manager.
- D1.3 Reimbursement will not be made to claimants:
- D1.3.1. working after 20:00 at their normal place of work if they work night duty instead of day duty,
  - D1.3.2. working after 20:00 at their normal place of work, whose conditions of service require them to work at night, or to be on call at night, in addition to normal day duty,
  - D1.3.3. who are in receipt of an accommodation allowance, unless eligible because of absence from the place of work at which they are on an extended visit,
  - D1.3.4. on the occasions where it is necessary for claimants to stay overnight in a hotel and/or where on official business (including travelling) outside normal working hours, the organisation will reimburse the cost of a reasonable evening meal within the limits listed in the summary table.
- D1.4 Reimbursement will not be made where a suitable meal is otherwise provided.
- D1.5 Authorising managers may not authorise a claim for a meal (or similar) covering several people if they themselves were one of the parties.
- D1.6 Tips and alcoholic beverages
- D1.6.1 Tips or discretionary service charges not exceeding 10% of the total bill will be reimbursed where such payment is included in the receipt and are included in the limits in the summary table.
  - D1.6.2 Expenditure on alcoholic beverages will only be reimbursed when drinks are taken with a meal.
  - D1.6.3 In relation to overseas travel the organisation recognises that in many foreign countries tipping is a key part of the service culture and is expected rather than discretionary; such costs will therefore be reimbursed. Claimants should annotate the receipt to show the value of the tip left; if there is no receipt they should state the amount of the tip on the travel claim form.

Travel and Subsistence

D1.7 Personal Incidental Expenses (PIE)

- D1.7.1 Claimants required to stay overnight on UKRI business may claim a flat-rate Personal Incidental Expenses allowance to cover incidental out of pocket expenses.
- D1.7.2 When full board is included in the cost of the overnight stay, no subsistence will be reimbursed but a limited Personal Incidental Expenses will still be payable.
- D1.7.3 The HMRC rates do not cover incidental, allowable expenses that staff may incur en route – for example, the cost of a taxi to the airport in the UK, or necessary refreshments taken at the airport.