Expenses Policy for Clinicians Interviewing for Medical or Dental Training Programmes

1. Key Principles

- This policy applies to all consultants interviewing for a medical or dental training programme for a post in England, regardless of specialty or training grade
- **For recruitment activity taking place in the clinician’s home local office area,** claims for reimbursement should be made to the claimant’s employer
- **For recruitment activity taking place outside of the clinician's home local office area,** claims should be made to Health Education England. For medical recruitment, claims should be made online using Selenity. Expenses for dental recruitment should be claimed using a paper claim form.
- Recruiters will ensure compliance with this policy and will only reimburse expense claims which fall in line with it
- Expense claims must be received by the appropriate recruitment team no later than 28 calendar days after attendance at the interview. Claims received after this time will not be processed.
- Dental panel members should ensure that they keep a copy of their expense claim form before submitting it. For all claims (medical and dental) copies of any receipts must be retained
- Role player expenses are **not** to be claimed using this policy

2. Travel

Where travel is required, this should be by the most cost effective and appropriate means. Public transport should always be considered first; however, it is recognised that there are times where it is not possible to use public transport.

2.1 Train

- Train tickets should be booked as far in advance as possible
- Travel should be standard class only, unless a like for like first class ticket can be purchased at a cheaper rate than standard class on the same date/time. In this instance, evidence of this should be attached to the expense claim

2.2 Travel within London

- Congestion charge **will not** be reimbursed
- Underground costs will be reimbursed if using an Oyster Card and the card is registered and a printout can be provided; **or**
- Where contactless payment is used and a copy of a bank statement can be provided to show the payment
• Underground paper day tickets will not be reimbursed

2.3 Taxi

• Taxi fares will only be reimbursed where there are no other forms of public transport to and from the location of the interview

2.4 Flights

• Flights within the UK will only be reimbursed where proof is provided that it is the cheapest mode of transport

• Flights from outside of the UK will not be reimbursed

2.5 Use of Personal Vehicles

• Mileage will be reimbursed between home address and interview venue and return at 45p per mile

• Mileage claimed will be checked to ensure that it is correct

• Parking costs will be reimbursed upon production of a valid receipt or parking ticket

• Toll fees will not be reimbursed

• Reimbursement of any penalty imposed under the Road Traffic Act incurred whilst travelling to interview will not be paid

3. Subsistence

3.1 Daily Meal Allowance

• Meal allowances are payable where the interviewer is away from their base for more than five hours on official business

• Where lunch is provided by the recruitment office at the interview venue, a separate claim for lunch allowance is not payable

• Evening meal allowances can be claimed where the interviewer is away from their base for more than 10 hours, and unable to return to their base or home by 7.00pm

• Only one of the following can be claimed:

<table>
<thead>
<tr>
<th>Away from base for over 24 hours (overnight)</th>
<th>Meal allowance up to £20.00 per 24 hour period</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Incidental expenses allowance of £4.20</td>
</tr>
<tr>
<td>Away from base for more than 10 hours and unable to return before 7.00pm</td>
<td>Evening meal allowance up to £15.00 and lunch allowance of up to £5.00</td>
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</tbody>
</table>
Away from base for more than 5 hours and more than 5 miles from base: Daily meal allowance up to £5.00

Away from base for less than 5 hours and less than 5 miles from base: No meal allowance payable

4. Overnight Accommodation

- Overnight accommodation will be reimbursed

- When booking accommodation, the most cost effective and practical option should be used. The limits set out in this policy are maximum amounts; it is expected that, where possible, accommodation is sourced at a lower rate than the stated limits

- For overnight accommodation within London, the overnight rate should not exceed £150 per night.

- For overnight accommodation outside of London, the overnight rate should not exceed £120 per night.

5. Summary of Policy

<table>
<thead>
<tr>
<th>Travel</th>
<th>Subsistence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rail fare</td>
<td>Only one of:</td>
</tr>
<tr>
<td>Underground travel; Oyster Card with printout or contactless payment with printout</td>
<td></td>
</tr>
<tr>
<td>Mileage at a rate of 45p per mile</td>
<td></td>
</tr>
<tr>
<td>Car parking with receipt</td>
<td>Away from base for 24 hours (overnight): Meal allowance of up to £20 per 24 hour period and incidental expenses of £4.20</td>
</tr>
<tr>
<td></td>
<td>Away from base for &gt;10 hours and unable to return before 7.00pm: Evening meal allowance of up to £15 and lunch allowance of up to £5</td>
</tr>
<tr>
<td></td>
<td>Away from base for &gt;5 hours and &gt;5 miles from base: Daily meal allowance of up to £5</td>
</tr>
<tr>
<td></td>
<td>Overnight accommodation: Within London: £150 per night</td>
</tr>
<tr>
<td></td>
<td>Outside of London: £120 per night</td>
</tr>
<tr>
<td>Submission deadline</td>
<td>Expense claims must be received no later than 28 calendar days after attendance at the interview</td>
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</tbody>
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