

Reimbursement of travel costs

Joint statement on behalf of the NHS Staff Council – December 2022

Background

Section 17 and annex 12 of the NHS Terms and Conditions of Service (TCS) handbook set out the reimbursement rates for employees who use their personal vehicle to carry out their work duties.

The NHS Staff Council acknowledges that the high cost of living, including high fuel prices, has caused particular issues for many NHS employees this year. In May 2022, the NHS Staff Council issued [guidance for local partnerships](#) and, as a result of this, many NHS organisations in England reached temporary local arrangements to uplift mileage reimbursement rates above those stated in the handbook.

November review

In accordance with the process set out in the NHS TCS handbook, mileage reimbursement rates are reviewed twice a year to allow the latest costs to be incorporated into the calculation.

As stated in annex 12, paragraphs 12-15 of the handbook, the review in April looks at motoring costs such as fuel prices, road tax and insurance. In contrast, the November review only looks at fuel prices, and specifically checks the average fuel price in the twelve-month period ending in October.

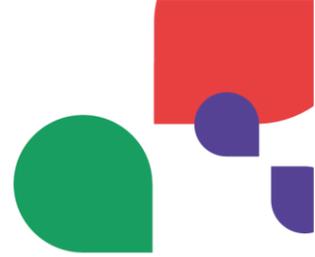
The latest review from November 2022 has resulted in an automatic change to the rates set out in the TCS handbook. This is due to the significant increase in fuel prices in 2022, and these prices being sustained at a high level for a number of months.

As a result, the following changes will be made to the reimbursement rates from 1 January 2023:

Type of vehicle or allowance	Rate up to 31 December 2022		Rate from 1 January 2023	
	<i>Annual mileage up to 3,500 miles</i>	<i>Annual mileage over 3,500 miles</i>	<i>Annual mileage up to 3,500 miles</i>	<i>Annual mileage over 3,500 miles</i>
Car	56p per mile	20p per mile	59p per mile	24p per mile
Motorcycle	28p per mile		30p per mile	
Reserve rate	28p per mile		30p per mile	

These changes will apply to staff employed on the NHS TCS as well as those employed on the Terms and Conditions of Service for NHS Doctors and Dentists in Training (England) 2016.

The Electronic Staff Record (ESR) system will be updated to reflect these changes.



Existing local arrangements

Where local partnerships of employers and trade unions have agreed alternative arrangements, it is not the intention that this automatic review and uprating of the handbook mileage rates replaces those local uplifts, although local partnerships may wish to incorporate reference to the new rates into their agreements.

Where no local agreement exists, employers should automatically adopt the new rates, and we recommend reviewing the NHS Staff Council [guidance from May](#) to help staff with the business cost of travel and motoring.

NHS TCS mileage reimbursement mechanism

The NHS Staff Council wishes to make it explicit that these changes are being made as part of a scheduled review of the current rates, in accordance with the current mechanism.

The changes do not represent a negotiated solution to the issues that have been identified with the way that reimbursement rates are currently calculated within the handbook.

The NHS Staff Council has requested a mandate from DHSC to review the way that reimbursement rates are calculated within the NHS TCS handbook. The changes outlined above do not alter the need to review the mechanism.

Yours sincerely,



Sara Gorton
Chair, Staff Side



Jon Lenney
Chair, Employer side