

PE2041/I: Exempt community healthcare staff from parking charges

NHS Grampian written submission, 13 November 2024

I can advise that where staff parking is available on our NHS Grampian sites this is free of charge but on a first come, first served basis.

From reading the Official report it states “As a final follow-up, should we write to regional health boards to ask what options for support and reimbursement are available to community healthcare staff who are required to use their personal vehicle as part of their role?”, clarification would be needed if the sought after exemption is for parking at the base of the employee i.e. where they travel to on every working day and either stay based there all day or travel to patients returning to that base or it is for all parking irrespective if it their base or not but they require to be there to undertake work, this could include a residential area if seeing a patient in their home.

Current reimbursement is – travel to base is not reimbursed however the cost of travel including parking required to undertake a role can be claimed back by the employee. [Agenda for Change T&Cs handbook](#) quote:

17.21 Employees who necessarily incur charges in the performance of their duties, in relation to parking, garage costs, tolls and ferries shall be refunded these expenses on production of receipts, whenever these are available. Charges for overnight garaging or parking, however, shall not be reimbursed unless the employee is entitled to night subsistence. This does not include reimbursement of parking charges incurred as a result of attendance at the employee’s normal place of work.

- If the employee is undertaking approximately 4,000 business mileage annually they may be eligible for a leased car
- The other consideration is whether there is a benefit in kind implication – this would need to be explored once there was clarity on what exactly the employee is getting free from the Council and whether there is any reimbursement by the NHS to the Council
- There are also practical aspects of how would the council know who community NHS staff are for them to be exempt – pay and reclaim from the Council or submission of vehicle registrations or issuing of permits.
- If after clarification the scenario is payment of parking at base there may be other groups of staff subject to the same parking charges, would this not apply to them?