

London Interdisciplinary Social Science Doctoral Training Partnership

Queen Mary Finance Guide for LISS Students

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LISS Funding Schemes

LISS provides funded students with opportunities to apply for several additional funding schemes to support their research throughout their studentship including:

- Research Training Support Grant (RTSG)
- Overseas Fieldwork Expenses (OSFW)
- Overseas Institutional Visits (OIV)
- Difficult Language Training

Please see the LISS website for details of all funding schemes and application processes: https://liss-dtp.ac.uk/current-students/

How to Apply for LISS Funding

Students need to first complete an online application form which can be found on the LISS website: <u>https://liss-dtp.ac.uk/current-students/research-and-event-funding/</u>

Applications are reviewed quarterly on the first working Monday of January, April, June and October each year.

Please plan and submit your funding applications well in advance of any travel dates and note the LISS application deadlines so that you can receive your funding in time to book any approved travel and accommodation.

Decisions will take up to 2 weeks of the application review date to announce.

How is approved LISS funding reimbursed at Queen Mary?

As a Queen Mary student you must follow Queen Mary's Finance rules.

Please refer to **QMUL's Expenses Policy** (see also Appendices)

Key Points to Note from the QMUL Expenses Policy are:

1. Queen Mary will only reimburse expenses *after expenditure*, so you will need to pay upfront for your costs and *keep all receipts/proof of payment*.

2.8 It is a HMRC requirement for receipts to be retained. All receipts should accompany the expense claim: either scanned, uploaded and attached to online

expense claims or if submitted on paper attached to the claim. Missing receipts will delay payment of expenses and will not be reimbursed.

2. All expense claims need to be submitted to Finance within *3 months* of the date of expenditure.

2.7 Claims should be made as soon as possible after incurring the cost of the travel/activity. Any claims submitted after 3 months after the purchase of the travel/activity will be declined for payment unless there are exceptional circumstances for the delay.

3. Travel and Accommodation

All travel and accommodation must be booked via Key Travel.

3.6 The Travel Management Companies (TMC) should be used for travel and accommodation unless an exceptional reason is given not to.

In exceptional circumstances if you can show that it is cheaper to purchase your travel and accommodation yourself rather than using Key Travel then this may be reimbursed. Please get quotes from Key Travel as evidence that they were not able to provide you with the appropriate travel or accommodation for your stay to submit with your expenses claim.

3.10 However, in very exceptional circumstances, staff may use other arrangements to book their travel where they can demonstrate that this provides better value for money or where the relevant services are demonstrably not provided by the TMC. Time spent searching and booking travel including the potential cost of cancellation should also be factored in when using non-approved arrangements.

4. Queen Mary Finance does not reimburse Airbnb bookings or similar accommodation sites.

4.3 The university does not approve the use of AirBnB, or similar, as the University cannot guarantee meetings its Duty of Care requirements to ensure the traveller's safety in this type of accommodation. It is, for instance, unknown if the party offering the accommodation holds relevant insurances and the accommodation may not have been assessed for fire safety, building or wiring codes or have appropriate fire alarms, exits etc. AirBnB are not liable in the event of death or personal injury.

Please see Key Travel Guide in Appendices.

Once your funding has been approved by LISS then the LISS Queen Mary Coordinator (<u>a.kamara@qmul.ac.uk</u>) will contact you about your funding reimbursement bearing in mind the Queen Mary Finance rules above.

- For travel and accommodation, please go to the <u>Key Travel website</u> for a quote and email/share it with the LISS Queen Mary administrator so that we can arrange the purchase of your chosen travel/accommodation for you via a Purchase Order.
- For expenses claims, you will have to complete an *Expenses Claim Form* and submit with your receipts to be reimbursed. The completed Expenses form needs to be returned to the LISS Queen Mary administrator for processing then submitted to Queen Mary Finance for payment.

Paying External Workers and Suppliers at Queen Mary

Reimbursement of assistants, interpreters, guides

For payments to any works such as assistants, interpreters, and guides, etc, Queen Mary Finance has advised that we cannot reimburse workers via an Expenses claim form. We would need to know the workers status - are they individuals, what is their basis of Right to Work in the UK, what kind of work they have done, as well as what rate of pay is used before any work takes place and any payments are made.

If you need to make payments to individuals for work (not operating as a limited company), then this will need to be processed via a One-Off Payment Form: the work cannot exceed a two-week period and is capped at 3 payments per year. You will need to confirm their Right to Work before any work takes place by asking the worker to complete an online personal details form to check their work status:

https://webapps2.is.qmul.ac.uk/qmforms/public/submit-form.action?formID=1

Please see: https://hr.qmul.ac.uk/procedures/contracts/one_off/

Please read the full guidance below on paying workers.

Paying External Workers and Suppliers Process Overview

HMRC are concerned that some workers may be using Ltd companies to avoid paying the right amount of income tax and National Insurance Contributions (NIC) through payroll. Examples of services where this might apply include delivery of training, website design, or an external consultant being asked to write a report.

The process for determining the correct payment route for Ltd companies and partnerships is commonly referred to as IR35 Rule or Intermediary Rule.

A similar process also applies to self-employed individuals (Freelancers not working through a company) called Off-Payroll Working.

The HMRC CEST (Check Employment Status for Tax) tool is used to help determine the worker's tax status in both cases. Queen Mary has created a pre-CEST assessment which

considers both (1) the individual and (2) the specific activity they are to complete and indicates if the HMRC CEST check is required or not.

The payment route for the same individual may change over time if the terms and conditions differ e.g. being controlled by Queen Mary concerning how, when and where work is completed.

Key Points to Note

- The hirer is responsible for determining the correct payment route for workers, which in turn dictates the Tax and National Insurance payments made.
- The assessment MUST be completed prior to work commencing to ensure that both Queen Mary and the worker agree on how payment will be made.
- A CEST assessment is required for every new supplier and every new engagement, or in some cases for an existing supplier/worker.*
- *If multiple engagements for the same faculty/school/PS directorate in a 12-month period, then the assessment does not have to be repeated (initial CEST determination will stand).
- If this process is not followed the worker will not be paid please allow at least 4 weeks before the planned engagement to complete this process.
- How Queen Mary pay for services cannot be dictated by the supplier.
- Queen Mary cannot be deemed to be facilitating effectively 'cash in hand' payments.
- Payment amount does not drive this process there is no minimum value.
- Any services being supplied for teaching or instructing on examined or accredited courses **MUST** be paid via the HR Payroll route. This includes lecturing, teaching, academic supervision, examiners, module design, seminar presentations on academic or non-academic subjects including coaching, presentation skills etc.
- HMRC require evidence Queen Mary has taken reasonable steps to determine the worker's correct employment status - copies of Route to Payment Assessment and HMRC CEST tool outcome should be attached to the Purchase Order request in Agresso (Queen Mary's finance system).
- Audits are completed by HMRC and failure to comply carries significant financial penalties, which will be the responsibility of the department assessing the worker.
- HMRC will not stand by results of the completed CEST tool if the information provided is not accurate or has been manipulated to arrive at a particular outcome. This would be treated as evidence of deliberate non-compliance with associated higher penalties.

Getting Started

1. Gather the required information

In addition to the proposed contractual terms, you will need to know specific details of the relationship between the engager and worker. These details might include:

- whether the worker can propose a substitute if they are unable or unwilling to complete the work;
- whether the engager has the right to reject that substitute;*

*In practise, **not to have the right to reject** would mean Queen Mary accepting a replacement sent by the worker, who could be from a completely different company, without Queen Mary completing interviews or capability checks.

- It is very rare that Queen Mary does not have the right to reject the substitute;
- whether the worker has employees paid through payroll that can and will complete the work;
- what the worker's responsibilities will be;
- the expected working arrangements;
- who is responsible for deciding how, when and where the work will be done;
- how the worker will be paid;
- reimbursement for costs; and
- whether the worker can provide similar services to other engagers elsewhere during the contract.

Work through the <u>Data for End to End Process [DOC 16KB]</u> checklist to collect all relevant information about the worker before proceeding.

2. Following the Route to Payment process

Read the <u>process overview</u> to help determine if you should continue trying to arrange payment by PO & invoice, or instead save time by directly requesting payment via HR Payroll.

If the guidance suggests payment by PO & invoice is an option, the engager should complete the <u>Queen Mary Route to Payment Flowchart</u> and refer back to data gathered in step 1 to help answer the questions.

Within the Queen Mary Route to Payment tool, the engager may be directed to the HMRC CEST tool which should also be completed. While both tools appear similar, there are key differences - the QM tool asks about information specific to a university e.g. is the service

related to teaching or instructing? In contrast, the HMRC tool asks detailed questions which if answered correctly support the outcome e.g. a truly self-employed individual is more likely to have control of when and where they work as long as agreed deadlines are met.

3. Initial support and guidance

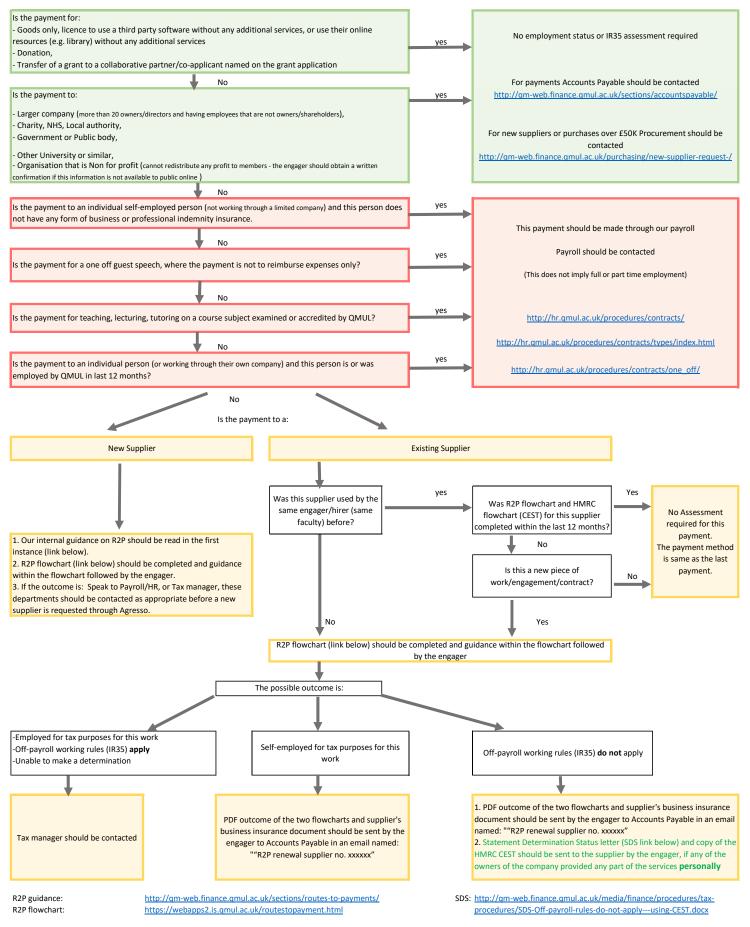
If you are finding it difficult to work through a particular scenario, please contact the Queen Mary Tax Manager (<u>finance-tax-manager@qmul.ac.uk</u>) to save time and effort in progressing the payment.

HMRC Check Employment Status for Tax (CEST) tool:

https://www.gov.uk/guidance/check-employment-status-for-tax

Routes to payment overview

Routes to Payments (R2P) process overview *



^{*} For the full guidance please see the above R2P guidance link

It is important to follow the process and obtain all the relevant documentation to prevent any unnecessary delays in the payment process

FAQs

1. What funding opportunities does LISS provide for students?

LISS offers several funding schemes to support students throughout their research studentship, including:

- Research Training Support Grant (RTSG)
- Overseas Fieldwork Expenses (OSFW)
- Overseas Institutional Visits (OIV)
- Difficult Language Training

For details on these funding schemes and the application process, please <u>visit the LISS</u> <u>website</u>.

2. How do I apply for LISS Funding?

To apply for LISS funding, follow these steps:

- Complete an online application form available on the LISS website.
- Applications are reviewed quarterly in January, April, June, and October.
- Submit your funding applications well in advance of your travel dates to ensure timely approval.

3. When will I know if my funding application is approved?

Decisions on funding applications will be announced within two weeks of the application review date.

4. How is approved LISS funding reimbursed at Queen Mary?

As a Queen Mary student, you must adhere to Queen Mary's Finance rules. You can find detailed information in the in the Appendix. Key points to note include:

- Expenses are reimbursed after expenditure, so keep all receipts and proof of payment.
- Submit expense claims within three months of incurring the cost.
- Travel and accommodation must be booked through Key Travel unless there are exceptional circumstances.

5. Can I use Airbnb for accommodation reimbursement?

Queen Mary Finance <u>does not</u> reimburse Airbnb bookings or similar accommodation sites due to safety concerns. Please use Key Travel for accommodation.

6. How do I reimburse assistants, interpreters, or guides?

Payments to individuals for work must follow specific processes. You must determine the worker's status, basis of Right to Work in the UK, and rate of pay before any work takes place. This process involves using an One-Off Payment Form and checking the worker's Right

to Work. More information can be found here:

https://hr.gmul.ac.uk/procedures/contracts/one off/.

Key Contacts

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Appendices

Appendix 1: Queen Mary Finance Expenses Policy https://arcs.gmul.ac.uk/media/arcs/policyzone/Expenses-Policy.pdf

Appendix 2: ESRC Funding Guide

Economic & Social Research Council (ESRC)'s Postgraduate Funding Guide:

http://www.esrc.ac.uk/files/skills-and-careers/studentships/postgraduate-funding-guide/

The ESRC's guide draws on, and is supplemented by, the UKRI Training Grant Guidance and UKRI Training Grant Terms and Conditions:

https://www.ukri.org/funding/information-for-award-holders/grant-terms-and-conditions/

Appendix 3: Key Travel Guides

Queen Mary University of London

Expenses policy

Including travel, accommodation, subsistence and other expenses

Approved at SET: Approved by FIC: Approved by ARC: Approved by Council: Prepared by: Version 3 21 February 2023
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Deputy Director of Finance, Financial Control & Director of Finance

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1. Principles

- **1.1.** This policy sets out the rules for claiming and incurring travel, accommodation, subsistence and other expenses.
- **1.2.** This policy applies to **all staff** of the University, its subsidiary undertakings and any persons on University business, this includes post graduate research students.
- **1.3.** If an external grant or research funder stipulates higher financial limits this University policy will take precedence. The limits prescribed by funders are subject to different regulatory and tax regimes to the University, and the differing financial considerations of funders, however the university must adopt consistent approaches for all its staff for transparency and equity reasons, and to avoid potential reputational risks If external funders stipulate lower financial limits then the external funder requirements will take precedence as this will represent the maximum they are willing to reimburse, and for value for money reasons the university will not be able to fund the differential.
- 1.4. The University is a charity, receives public funds and is subject to Freedom of Information requests. It is also subject to considerable external scrutiny from funders and their auditors. The purpose of this policy is to assist staff to comply with the University's requirements, to understand what can and cannot be claimed for and what is considered reasonable. Compliance with the policy affords staff protection from unwarranted accusations as well as helping the University achieve sustainable travel and its value for money objectives.
- **1.5.** The University will reimburse staff for expenses which they actually, necessarily and exclusively incur in the course of official University business:
 - only costs which are incurred as part of the University's business will be reimbursed;
 - only actual costs incurred will be reimbursed;
 - all claims for expenses should be: made within 3 months of the date of the expenditure; receipted and approved by line managers/budget holders (or online approvers)
- 1.6. The University reserves the right to refuse reimbursement for any claim which does not conform to this policy. The Finance Department will review all claims that exceed mandatory or guideline amounts and refer those who persistently exceed guidelines to the Deputy Director of Finance (DDF). The DDF may ask claimants for their justification and has the right to impose restrictions on current and future claims.
- 1.7. Staff are not expected to be out of pocket or fund University activity but they should expect to be held accountable for their expense claims, to justify and substantiate their claims and to adhere to the mandatory rules and advisory guidelines set out in this policy document.
- 1.8. Wherever possible, staff should look to use the University's in house services: in particular QM Hospitality, rather than external providers. All University activity should take into account full economic costs, and there is a cost to sourcing and arranging external services. Additionally, the university should give priority to inward investment of funds to support its own services.
- **1.9.** Staff have a duty to ensure that University funds are applied appropriately and represent value for money.
- 1.10. Abuse of this policy may be dealt with using the University's conduct procedure and/or the University's fraud policy.

1.11.Compliance with this policy will ensure that the member of staff, or the University, does not incur a tax or national insurance liability and that staff need not report expenses on their tax returns. Responsibility for compliance with this policy rests with members of staff making claims for the reimbursement of expenses and their approving line manager/budget holder (or online approvers).

1.12. This policy sets mandatory and guideline rules or financial limits:

- *Mandatory rules or financial limits* must be complied with;
- Guideline rules or financial limits set out reasonable levels of expenses. There may be circumstances where staff and the approving line manager or budget holder agree to operate outside these guidelines and in all such circumstances this must be subject to prior written agreement with line manager/budget holder.
- 1.13. This policy will be kept under regular review by the Finance Department, and monetary limits contained within the policy will be updated by the Chief Financial Officer from time to time, under their delegated powers, reflecting inflationary changes to relevant prices.

2. Incurring and Claiming Expenses

- 2.1 There are a number of ways in which business expenses can be incurred or claimed. This policy applies to all business expenses regardless of the method by which they are claimed or the source from which they are funded.
- 2.2 Where existing purchasing channels exist these must be used. For example the purchase of laptops; mobile devices and mobile phones should only be made via IT Services.
- 2.3 Payments to individuals in lieu of salary, including payment via vouchers or other reward or incentive, should not be made. Please refer to HR guidance when making payments to individuals.

Purchasing Cards

- 2.4 Purchasing cards are a convenient and cost-effective way to procure goods and services, which are relatively frequent low value transactions not requiring formal tender processes, such as stationery and other consumables. Purchasing cards are held by individual members of staff who are frequent travellers and/or who undertake procurement activities on behalf of a department or school.
- 2.5 When Purchasing cards are used to procure travel, accommodation or subsistence related costs the mandatory and guideline rules and financial limits set out in this policy document apply. The Travel Management Companies (TMC) should be used for travel and accommodation unless an exceptional reason is given not to, for example a Conference event may recommend accommodation which is permissible, though staff and their authorisers must consider the quality and location.

Expense Claims

2.6 The University does not expect staff to be out of pocket as a result of undertaking University activity. However, there will be instances where this happens and where a purchasing card will not be accepted or the member of staff is not a card holder. In such instances staff should promptly reclaim their out-of-pocket expenses through the University's expense claims system.

- 2.7 Claims should be made as soon as possible after incurring the cost of the travel/activity. Any claims submitted after 3 months after the purchase of the travel/activity will be declined for payment unless there are exceptional circumstances for the delay.
- 2.8 It is a HMRC requirement for receipts to be retained. All receipts should accompany the expense claim: either scanned, uploaded and attached to online expense claims or if submitted on paper attached to the claim. Missing receipts will delay payment of expenses and will not be reimbursed.
- 2.9 Staff should retain original receipts until the claim has been approved in case further verification is required.
- 2.10 Original receipts will need to be retained if it is a funder requirement, such as expenditure relating to EU funded projects.

Advances

- 2.11 In some circumstances staff travelling overseas may be granted a cash advance to fund business expenses. Typically this applies to countries that do not have a developed financial services infrastructure and that rely on cash to transact business.
- 2.12 Expenses funded from an advance are subject to the same terms of this policy as any other method of funding expenses.
- 2.13 The advance will only be cleared once receipts are received and to the extent the advance was greater than the expenditure the cash returned.
- 2.14 Advances not cleared, either by receipts or reimbursing the money, within one month of the end of the visit the amount will be deducted from the individual's salary.
- 2.15 Those wishing to set up an advance should contact accountspayable@qmul.ac.uk

3. Travel

Business Travel

- 3.1 The University's finance website addresses issues such as insurance, procurement, approved suppliers and sustainability. Staff intending to travel are encouraged to refer to these pages ahead of making any travel arrangements.
- 3.2 The University will only reimburse the costs of necessary business travel. This is defined as travel from one workplace to another on University business, enabling staff to perform their work duties.
- 3.3 Payment for the cost of travel between home and the workplace (including weekends) is only payable in exceptional circumstances when approved by the claimant's line manager/budget holder on advice of the HR Business Partner. Approved home to work journeys are a taxable benefit so should be claimed via the Payroll system and not the Expenses system.
- 3.4 The University will not fund the costs of partners accompanying staff unless the partner is assuming an official University role, such as hosting official receptions, and written line manager approval has been obtained prior to travel. If a member of staff wishes to extend an overseas visit into a holiday, and/or take family members with them, all non-University business costs must be borne in full by the member of staff.

- 3.5 Air miles and similar reward scheme benefits earned through official travel may be used to "purchase" enhanced facilities on University business travel such as seat or facility upgrades or to obtain access to facilities such as priority booking or departure lounges. They must not be used for personal benefit.
- 3.6 The Travel Management Companies (TMC) should be used for travel and accommodation unless an exceptional reason is given not to, for example a Conference event may recommend accommodation which is permissible, though staff and their authorisers must consider the quality and location.
- 3.7 The contracted Travel Management Companies (TMC) offers a range of benefits such as a reactive emergency response where an incident has occurred and access to a wider range of ticket rates and options than can be found through internet searches. The TMC will also try to price match it is advised to use the TMC for these reasons.

Value for Money and Sustainability Considerations

3.8 In planning and procuring their travel arrangements staff must ensure they achieve best value.

Value for money may be achieved from the choice of service, time of travel, type of ticket and travel agent, and is generally maximised if travel arrangements are booked well ahead. Additionally, those travelling should give consideration to the 'total cost' of a trip, including other relevant costs such as accommodation and subsistence. For example, in some cases it can be cheaper to travel the day before a conference and incur an additional night's accommodation, rather than travelling on the day of a conference at 'peak' cost. This should only be considered if appropriate to the individual's personal circumstances, i.e. this may not be appropriate for those with caring responsibilities.

- 3.9 The University has established relationships with several approved suppliers and using these contracts for flights, train, ferry, car hire and hotel bookings should help to achieve 'good value'. Details on contracted travel agents and suppliers can be found here on the university's website: <u>Travel and accommodation</u>
- 3.10 However, in very exceptional circumstances, staff may use other arrangements to book their travel where they can demonstrate that this provides better value for money or where the relevant services are demonstrably not provided by the TMC. Time spent searching and booking travel including the potential cost of cancellation should also be factored in when using non-approved arrangements.
- 3.11 Those booking travel should be mindful of sustainability considerations when booking travel. For travel within the UK, rail or coach travel would be anticipated to be used as a default instead of flights except in cases where this is impractical. All those considering travel are expected to consider whether there are alternative options to travelling, to ensure that travel is not excessive and is a genuine business requirement.

Rail & Coach Travel

- 3.12 Travellers should book well in advance and wherever possible take advantage of saver or super- saver tickets.
- 3.13 <u>Timed returns should always be booked</u> unless it is not possible to estimate with certainty your time of return, in which case open-returns may be booked.
- 3.14 Travellers are expected to travel **standard class**, however first class travel may be booked where this is cheaper than published standard class fares for timed arrivals and

- departures (ie not open-ended standard class returns) which can be the case depending on the date bookings are made. An explanation will need to be provided.
- 3.15 Wi-Fi costs will be reimbursed if this is used for University business.

Sea travel

3.16 A standard cabin accommodation is permitted when the crossing is over 6 hours.

Air Travel

- 3.17 Staff are expected to fly **economy class** for value for money and sustainability reasons, except where there are particular reasons that would make this inappropriate (see below).
- 3.18 However, in certain circumstances it is permitted to fly in other classes based on the following guidelines and with the specified approvals:

GUIDELINE

Flight Duration	Any flight duration	Over 4 hours and up to 7 hours	Over 7 hours	Not permitted
Class	Economy	Premium Economy	Business	First Class

3.19 The circumstances that can apply to staff travelling other than economy class are:

- where there is a demanding work schedule eg. a short time between a flight landing and the commencement of University duties or where there are multiple flights over an extended period being taken (in particular those flying overnight and then undertaking university duties the next day);
- where a funding sponsor permits higher classes and will reimburse the full cost (excluding first class which is not permitted)
- medical and/or disability grounds;
- where it is cheaper or the same price to fly at a higher grade, excluding first class

3.20 If circumstances warrant flying other than economy class the following apply:

- Any flight, other than economy class, requires the prior written approval of the Head of School/Institute.
- 3.21 There is usually an additional premium for air travel extras if not booked in advance. Acceptable costs for air travel extras include baggage charges if these are booked in advance.
- 3.22 Unacceptable cost examples are seat reservation fees and excess baggage charges made at check in if these charges could have been avoided at the time of making the booking.

Motor Vehicles

- 3.23 The following order of priority should be adhered to when travelling on official business by private vehicle: 1. Hire car and fuel and then 2. Private vehicle.
- 3.24 Prior authorisation for use of a private vehicle is required and the reasons for use rather than public transport documented.
- 3.25 Staff will only be reimbursed expenses which they actually and necessarily incur in the course of official travel using their own vehicle. Mileage allowances are paid for the actual distance necessarily travelled, <u>excluding</u> the cost of home to work journeys.

- 3.26 Motor insurance must be valid for business use. To claim mileage a driver must confirm that their current motor insurance is valid and permits business use.
- 3.27 Car parking charges, road and bridge tolls and congestion charges associated with business travel will be reimbursed.
- 3.28 Car parking charges for a member of staff normal work place, speeding fines, parking fines, congestion charge non-payment fines or any other penalties will not be reimbursed.

Hire cars

- 3.29 Bookings must be made using the University's contracted suppliers. Personal mileage is not permitted. Class M or MPVs should only be hired to accommodate four or more people plus equipment and. Details are available from: <u>Car Hire</u>
- 3.30 Actual fuel costs incurred will be reimbursed only if receipts are provided. Drivers should comply with the car rental refuelling policy to ensure that the University does not incur a refuelling fee.

Private vehicle rates

3.31 Claimants using their private vehicle are paid a standard mileage. Current rates applicable (set by HMRC) are:

MANDATORY

Transport	Miles	Amount
Private Motor Car	Up to 10,000 miles a year	45p
Motor Cycles	All mileage	24p
Bicycle	All mileage	20p
Passenger supplement	Per passenger per mile	5p

3.32 When transporting colleagues to a business event in a private car, the vehicle owner may claim a passenger allowance.

Taxi travel

- 3.33 Taxi fares may be claimed where no suitable public transport is available, when travelling in an unknown locality, where public transport is infrequent, or for personal safety reasons.
- 3.34 Taxi fares may be reimbursed to or from home or from the office to home where the journey commences either before 6.30am or after 9.00pm and where alternative methods of public transport are not readily available. In exceptional cases taxies maybe used to travel home for welfare reasons and/or where there are issues of personal safety. Taxi use requires the prior written approval of line managers/budget holders, except in circumstances of emergency when this should be sought retrospectively. Approved home to work journeys are a taxable benefit so will be reported to Payroll for inclusion on the individuals P11d disclosure.
- 3.35 Taxi fares should be recouped through an expense claim.

Tube travel

- 3.36 Documented individual business journeys can be claimed using evidence from a Transport for London (TfL) account. If your expense has already been incurred you can still access records by opening an account within 7 days of travel.
- 3.37 Alternatively a paper ticket can be submitted in support of the business travel.

4. Accommodation

- 4.1 Employees travelling on business should obtain accommodation in a reasonable quality hotel, taking into account value for money, location convenience and health and safety.
- 4.2 Hotel accommodation varies per location and is demand-driven and typically best rates are obtained when booking well in advance of stays. The university travel management companies should be contacted in the first instance.
- 4.3 The university does not approve the use of AirBnB, or similar, as the University cannot guarantee meetings its Duty of Care requirements to ensure the traveller's safety in this type of accommodation. It is, for instance, unknown if the party offering the accommodation holds relevant insurances and the accommodation may not have been assessed for fire safety, building or wiring codes or have appropriate fire alarms, exits etc. AirBnB are not liable in the event of death or personal injury.
- 4.4 Accommodation provided within five miles of a member of staff's permanent workplace will qualify as a taxable benefit and will be reported to Payroll for inclusion on the individual's P11d disclosure, except in circumstances where employees have been required to book such accommodation in the course of their duties or where they are unable to return home. It would not be expected that such accommodation would be required in the normal course of business.
- 4.5 Allowable hotel expenses include: car parking, Wi-Fi (if used for business purposes), laundry (if staying for 5 or more consecutive nights).
- 4.6 Non-allowable hotel expenses that cannot be claimed for include: pay-as-you-go TV/videos/games, leisure facilities, mini-bar drinks and snacks, newspapers.

UK accommodation rates

- 4.7 As a guideline accommodation is expected to be of UK 3-star standard. In exceptional circumstances these may be exceeded provided the prior written approval of the budget holder is obtained and both the member of staff and the approving budget holder consider that circumstances warrant the incurrence of higher costs (such as the hotel being the nominated conference hotel often obtained at a discounted rate).
- 4.8 Value for money principles are a guiding factor when booking accommodation, and in some circumstances it will be more economical and therefore appropriate to book accommodation of a higher standard than 3 star: for example where it can be evidenced that a 4 star hotel is able to be booked at a cheaper rate than 3 star hotel options, or where there are other relevant costs to factor in to assess the cumulative cost of a trip, e.g. meals or travel costs.

Overseas accommodation rates

4.9 HMRC provide benchmark scale rate expenses payments for accommodation. This publication should be referred to as a guide of what room costs are expected prior to booking: <u>HMRC Worldwide Subsistence Rates</u>

5. Subsistence

Expenses Policy 2023 UK subsistence

5.1 Subsistence costs covering breakfast, lunch and dinner, incurred whilst away from the University should be claimed based on the following limits:

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Subsistence: period of absence	Limit
Over 6 hours but less than 9 hours	£12
Over 9 hours	£48

- 5.2 These limits cover breakfast, lunch and dinner. Claims for teas, coffees and light refreshments that do not accompany breakfast, lunch or dinner are not permissible, however a claim for tea, coffee or a light refreshment in lieu of one of the three meals is permissible. There is a maximum of £30 for the evening meal. Alcoholic drinks accompanying a meal are included within the allowances, as are tips or gratuities.
- 5.3 "The University" covers all of its UK campuses and buildings.
- 5.4 Subsistence cannot be claimed when attending meetings or events at University UK campuses or buildings unless you are required to stay overnight when the subsistence limit for 'over 9 hours' set out in the table above applies.
- 5.5 Working lunches where it is necessary to book meetings during normal lunch times for scheduling reasons and where staff attending are therefore provided with a lunch are allowable subject to the lower rate of subsistence specified above. Alcoholic drinks are not allowable, and it would be expected that working lunches would be booked with QM Hospitality in the first instance.
- 5.6 Only actual subsistence costs incurred will be reimbursed. Receipts must be provided for all expenditure claimed.

Overseas subsistence

- 5.7 For overseas breakfast and dinner rates see the HMRC guideline amounts see: <u>HMRC</u> <u>Worldwide Subsistence Rates</u>
- 5.8 Only actual subsistence costs incurred will be reimbursed. Receipts must be provided for all expenditure claimed.

6. Other Business Expenses

Relocation costs

6.1 Details of the University's relocation scheme are available from HR.

Professional membership subscriptions

6.2 Personal membership subscriptions to professional bodies will not be paid where membership of a professional body is a normal expectation of the individual and role, as specified in the individuals' job description, e.g. Finance professionals may be expected to be a member of an accountancy body so these costs will not be reimbursed. Individuals are normally entitled to obtain tax relief on professional subscriptions they fund themselves provided the professional body is on HMRCs qualifying list: <u>HMRC qualifying professional bodies</u>.

- 6.3 Subscriptions that are *ex efficio*, ie associated with a role rather than an individual, will be paid.
- 6.4 If subscriptions give access to discounted facilities, conference fees etc, authorising line managers/budget holders may permit their reimbursement on grounds of value for money.

Eyes Tests

- 6.5 The costs of eye tests are not reimbursable. The University provides free eye tests to staff that use Display Screen Equipment (DSE) on a regular basis; this is carried out through a voucher scheme operated by Health and Safety.
- 6.6 For further information on how to obtain a voucher for a free eye test: Eyesight tests

Visas Reimbursement Scheme

6.7 The University has a visa reimbursement and loan scheme for staff. Claims should be made on the appropriate HR form for consideration, please see the intranet for <u>further</u> <u>details</u>.

Passport costs

6.8 Costs of passport applications and renewals will not be reimbursed.

7. Hospitality and Business Entertainment

- 7.1 **Hospitality is defined** as expenditure incurred in offering meals and refreshments to external visitors to the University. It is not envisaged that this would be performed off site. The hospitality claim form is a supplementary sheet attached to the expense claim.
- 7.2 **Business Entertainment** is defined as "the provision of certain goods and services, free of charge to the recipient, designed to foster goodwill and enhance the business relationship between the university and a customer, academic or business partner, or such other third party as may be deemed appropriate".

It is deemed to include the following:

- provision of food and drink;
- provision of accommodation (such as in hotels);
- provision of theatre and concert tickets;
- entry to sporting events and facilities;
- use of university-owned assets such as meeting rooms, sports facilities or vehicles for the purpose of entertaining.
- 7.3 Business entertainment should, wherever possible, be carried out at the university's own facilities, and requisitioned via Agresso.
- 7.4 QMUL allows members of staff to entertain external third parties, such as an external adviser, outside student, sponsor or colleagues from an external organisation involved in collaborative official business. As a recipient of public funds, with expense claims potentially disclosable under the freedom of information act, it is not anticipated that spend will be excessive and should be fully documented and justified. A maximum of £50 per head is permitted, including drinks, unless prior written approval by the Head of School.

- 7.5 Business entertainment expenditure may only be an appropriate use of University funds and avoid tax liability if it is incurred wholly, necessarily and exclusively for University purposes. A taxable benefit-in-kind charge arises on an employee when he or she is provided in the course of official business with food or drink free of charge and the circumstances surrounding the provision of such food or drink is not in connection with business travel, or entertaining third parties for business reasons (that is, employee-only meetings or functions).
- 7.6 The expense claim must provide details of the organisation being entertained (including the names of the individuals concerned) and the purpose of the entertainment, together with itemised VAT receipts. Claims will not be reimbursed unless this detail is provided.
- 7.7 The authorisation and submission of a claim for entertaining is a declaration that the cost was incurred wholly, necessarily and exclusively for university. Expenditure on Hospitality and Business Entertainment is permissible, but it is the duty of staff and their authorisers to ensure that the expense incurred is appropriate to the occasion. Expenses are not allowable if entertainment is really for social reasons, even if some business topic happens to be discussed.
- 7.8 The ratio of QMUL staff to third party attendees should not exceed 1:3 (i.e. 1 external guest to 3 QMUL employees).
- 7.9 The occasion should not contravene any other QMUL policy; UK or International law such as UK Bribery Act and US Foreign Corrupt Practices Act and should not include events that could adversely affect the QMUL's reputation.
- 7.10 At all times, staff responsible for arranging entertaining should be aware of the source of funding being used and be able to justify the use of that money on entertaining, rather than on other business use. This includes funds awarded in the form of research grants.
- 7.11 If entertainment is being funded through a research grant it must be specifically allowed by that provider of funds. Any additional rules which are applied by that provider must also be followed.
- 7.12 Working meals off-site are permissible where there is a genuine business need. This may be as a result of the time of day if the event is outside normal working hours, or to enable the use of facilities which are unavailable on QMUL Premises. As mentioned in 7.8 the 1:3 ratio will apply.
- 7.13 Service charges for example in restaurants are mandatory and will be explicit on the receipt, however claims for reasonable gratuities//tips (up to maximum of 10.0% or 20% in USA) will only be reimbursed if shown on the receipt. Amounts paid in excess of this are at personal discretion and consequently are not reimbursable by QMUL.
- 7.14 Costs of a spouse, partner or other family member attending any such events will not be reimbursed by QMUL.
- 7.15 All employees should ensure they are familiar with the "Anti-bribery and corruption policy". This policy applies wherever in the world the employee conducts QMUL business, regardless of local custom and practice. Refer to ARC policy zone <u>http://www.arcs.qmul.ac.uk/policy_zone/index.html</u>

8. Annual Parties & One-off Events

8.1 These are events that not in connection with QMUL business activities e.g. Christmas

lunches/parties, end of term socials, retirement parties etc.

- 8.2 QMUL will only provide funding of up to £25 a head for each member of staff employed in the department who is attending and for one annual departmental event.
- 8.3 In general staff should be expected to contribute to the cost of these events.
- 8.4 Any expenditure on social functions should be approved in advance with the Head of School.
- 8.5 Costs for major staff entertaining functions (for example annual social) should be invoiced directly to QMUL, not entered on individuals' expense claims. The limit in clause 8.2 applies regardless of the payment method.

9. Long Service Gifts & Other Gifts to Staff

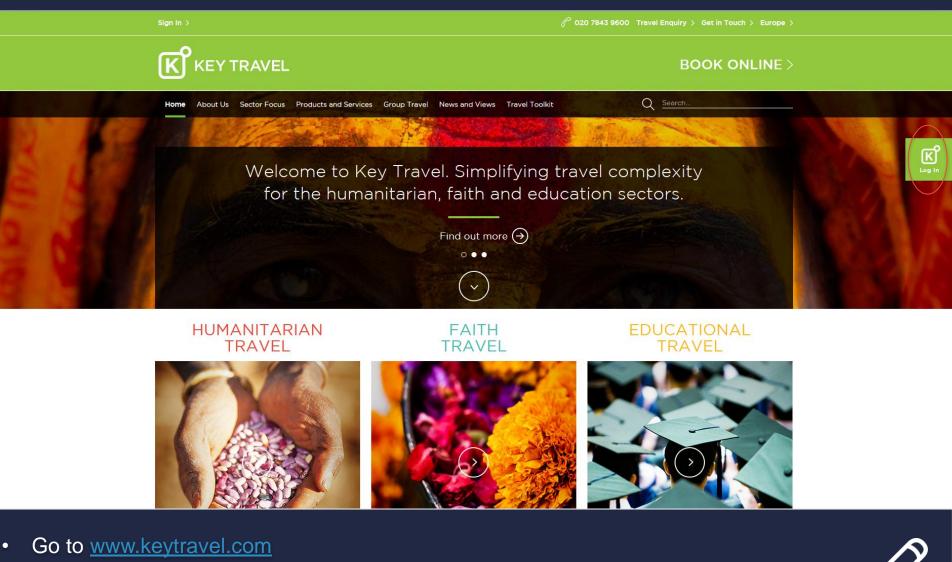
- 9.1 QMUL will make a contribution of £300 towards a gift for employees after 25 years' service. Refer to the HR website: http://www.hr.qmul.ac.uk/workqm/paygradesrewards/reward/benefits/serviceandretirement /index.html
- 9.2 This money must be used to purchase a gift and under no circumstances can the employee be given the money.
- 9.3 All gifts or benefits provided to employees are subject to Income tax and National Insurance unless there is a specific exemption.
- 9.4 Gifts to staff for a reason such as a thank you, illness, a birth or marriage, success in exams or leaving and retirement should be funded by staff collections and will not be reimbursed by QMUL.
- 9.5 QMUL's Financial Regulations http://www.arcs.qmul.ac.uk/policy_zone/index.html detail the guiding principles required by employees in the conduct of public business and the requirements for formal registration of any gifts or hospitality received above a low intrinsic value.



KT Online User guide

How to create the perfect trip using your new online booking tool





• Click 'Login'



Login cont...

SIGN IN

EXISTING ONLINE USER

Please login with your existing email address and password:



NEW ONLINE USER / PASSWORD RESET

This service is available to all those who have registered with Key Travel and have yet to create a login password or those who require their password to be reset.

Enter your registered email address

Request new password

Fmail

*An email will be sent to you within a few moments. Please follow the instructions in the email to create a password and login to the Key Travel website.

LOGIN SUPPORT AND ASSISTANCE

If you have not registered as a booker with Key Travel, please send your name, organisation, department, telephone number and email address to bookers@keytravel.com (customer policy permissions may apply).

Important things to note when logging in



- You must use the email address you registered with. If you want to check this, please conta the online help team (details below)
- All new users must create a password. Please do so in the 'New online user/Password reset section
- USA customers should default to viewing the USA version of our website. Please ensure the website shows 'USA' on the top right hand side

Helpful guides and videos

Watch this video to see how to login for the first time.

Online support team

If you have any questions, please contact our online support team on:

+44 (0) 844 335 0260

🔽 online@keytravel.com

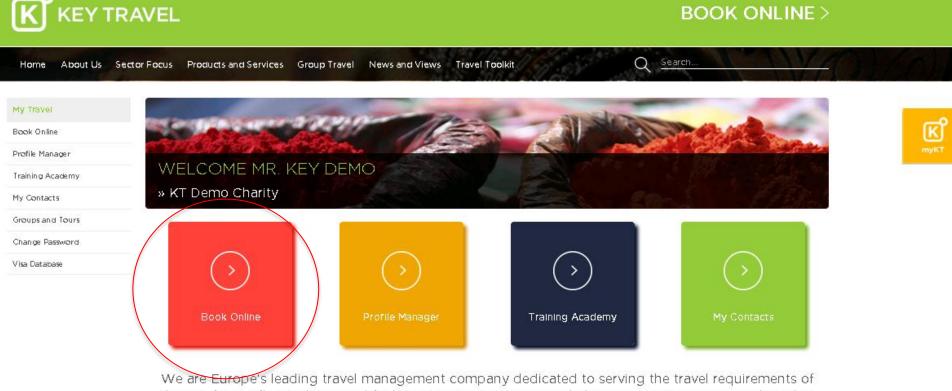
- Enter your registered email address and password
- If you are logging in for the first time you'll need to create a password





Book Online

🔗 020 7843 9600 Travel Enquiry 🗲 Get in Touch 🗲 Europe 🗲



We are Europe's leading travel management company dedicated to serving the travel requirements of the not-for-profit, academic and faith sectors. Our mission is to help organisations maximise the value of their travel budget and manage staff welfare through effective travel solutions.



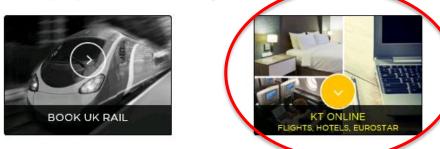


Access KT Online



BOOKING ONLINE

Please click on the required product button before continuing.



Important note: All flight, hotel and Eurostar trips (or as per your company policy) can now be booked through KT Online. For those who had access to Hotel Plus, if you need to change, cancel or have a question about an existing Hotel Plus booking please email onlinehotels@keytravel.com

We recommend Firefox or Chrome is used to optimise your booking experience

Top booking tip:

When reviewing the flight results click 'See all time alternatives' (where applicable) to see a wider range of flight times per airline.



To access the tool click 'KT Online' and 'Continue'





ELIGHTS SEADCH

Online home page

25		SLANCI	1			
₽	Round trip	One way	Multiple stops			
බ	From				Previous searches	
	City or Airport			Q	London (LON), GB \leftrightarrow Belfast (BFS), GB	>
\geq	То			,	16 Nov - 21 Nov (1 seat)	
_	City or Airport			Q	London (LON), GB \leftrightarrow Belfast (BHD), GB	
	Depart date		Depart time		11 Nov - 13 Nov (1 seat)	>
	Depart date	:::	Anytime	\sim	London (LON), GB \leftrightarrow Belfast (BFS), GB	
	Return date		Return time		11 Nov - 13 Nov (1 seat)	>
	Return date	:::	Anytime	\sim	See more searches	
	Travellers					
	1 Adult	\sim	0 children	\sim		
	More search optic	ons 🗸				
	FIND FLIGHTS					

- This is your home page
- Flights, hotels and Eurostar are available to select in the panel shown
- To view all your online trips go to the suitcase icon



Booking Flights



Flight search

From				Previous searches	
London, GB - Londo	n Heathrow	v Airport (LHR)	Q	London (LON), GB \leftrightarrow Belfast (BFS), GB	
То				11 Nov - 13 Nov (1 seat)	
New York, US - John	F. Kenned	y International Airport (JFK		London (LON), GB \leftrightarrow Belfast (BHD), GB	
Depart date		Depart time		11 Nov - 13 Nov (1 seat)	
16/11/2015	:::	Anytime	\sim	London (LON), GB \leftrightarrow Dublin (DUB), IE	
Return date		Return time		08 Dec - 11 Dec (1 seat)	
21/11/2015	:::	Anytime	\sim	See more searches	
Travellers					
1 Adult	\sim	0 children	\sim		
Less search options ^	、				
Cabin class		Preferred Airlines			
Economy	\sim	Start type to search			
Nearby airports		Direct flights only			
🔀 KT Charity fares on	ly	Don't include Eurostar options			

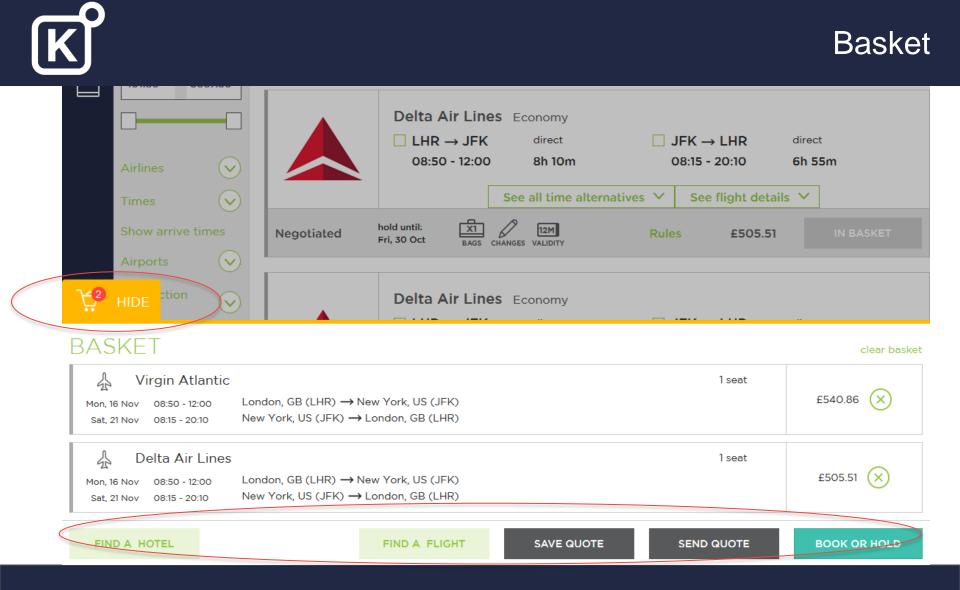
- The default search is for 'Round' trips. One-way and multiple stops can be selected
- Enter your flight details into the search fields and click 'Find Flights'
- The 'more search options' section contains additional filtering options



Flight results

4	London, GB ≓ New York Mon, 16 Nov — Sat, 21 No		s)		edit > 31	FLIGHTS			
ħ	Stops		🅢 Virgi	n Atlantic		📥 Delta Air	Lines	United Air	lines
	• All		Charity	Negot.	Stand.	Negot.	Stand.	Negot.	Stand.
	ି Stop ି Non Stop	Non-stop	£540.86	£505.51	£1,058.86	£505.51	£1,058.86	-	_ >
Ð	Price (£)	Stop(s)	£491.86	_	£1,053.86	_	£1,053.86	£528.20	£516.71
Ê	491.86 - 3667.86								Clear filter/s
		I in	7	gin Atlan _HR → JF	tic Econo k dir	ect	\Box JFK \rightarrow LF	D direct	
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	Show arrive times	Charity	hold unti Fri, 13 No	700	$\Box \nu \sim$		Rules f	2540.86 AD	D TO BASKET
	Airports 💉	Negotiated	hold unti Fri, 30 O	241		IDITY	Rules f	2505.51 AD	D TO BASKET
	Point Connection time		Vir	gin Atlan	tic Econo	emy			

- The fare grid contains all available airlines comparing different contract types including specialist fares
- Each fare type will display icons to show the most flexible conditions. These include hold deadline dates, changes and refunds and ticket validities



- Multiple items can be added into the basket including more than 1 product and multiple options e.g. 2 travel dates
- Use the 'send quote' function to send the basket to travellers in one email
- To go to checkout click 'Book or Hold'



Send a quote

	TRIP TO NEW YORK ID:116110 All prices are subject to price fluctuation	Quote
	BOOK or HOLD	Cancel trip
چ چ	VERIFY To request the traveller/s to select an option and/or provide comments, please search for or enter the name or email address of t send it to No verification requests have been sent for this trip yet	he person/s you wish to
	Enter a cover note here if you would like to explain the options Image: Search users Image: Search users Image: Search users Image: Search users	Clear recipients
	1. (Adult) Traveller information: A Incomplete	

- The quote has been saved in your trip folder and the 'Share' option opened for you to email the itinerary. Simply add comments and populate the traveller's email address
- It is possible to email multiple people by adding addresses into the right hand box
- Select 'Verify' to enable the traveller to interact in the quote. The traveller will receive an email and be asked to indicate their preferences by accepting and rejecting items



Checkout

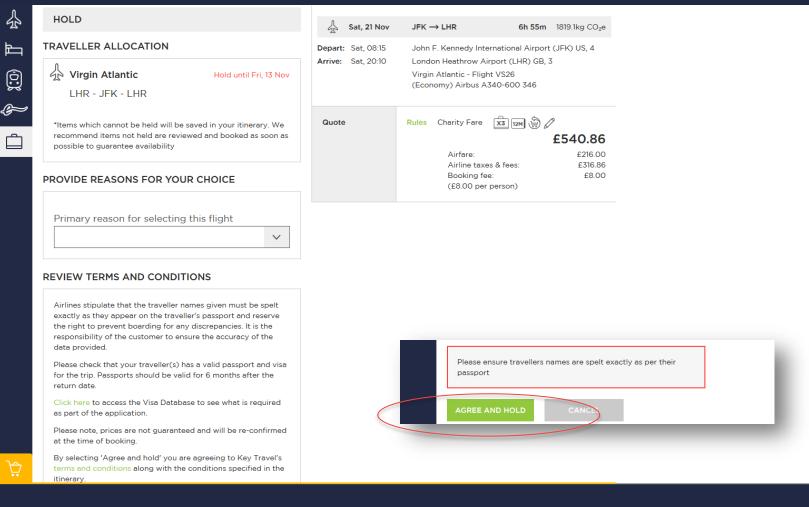
	TRAVELLERS	ITINERARY	
÷	1. Mrs Frances Halliwell Complete 		→ New York → London n, 16 Nov - Sat, 21 Nov
۵(Search for traveller profile Start type to search Q	A Mon, 16 Nov	LHR → JFK 8h 10m 1819.1kg CO ₂ e
	Add traveller details manually 🗸	Depart: Mon, 08:50 Arrive: Mon, 12:00	London Heathrow Airport (LHR) GB, 3 John F. Kennedy International Airport (JFK) US, 4 Virgin Atlantic - Flight VS3 (Economy) Airbus A340-600 346
	BOOK HOLD	Sat, 21 Nov	JFK → LHR 6h 55m 1819.1kg CO ₂ e
		Depart: Sat, 08:15 Arrive: Sat, 20:10	John F. Kennedy International Airport (JFK) US, 4 London Heathrow Airport (LHR) GB, 3 Virgin Atlantic - Flight VS26 (Economy) Airbus A340-600 346
		Quote	Rules Charity Fare 12M 🖗 🖉 £540.86
			Airfare:£216.00Airline taxes & fees:£316.86Booking fee:£8.00(£8.00 per person)£8.00

- Accessing the 'checkout' screen can be done from the basket or the Trip ID
- Traveller names are required and can be added manually or selected from a profile
- The 'Book' and 'Hold' button will activate where applicable



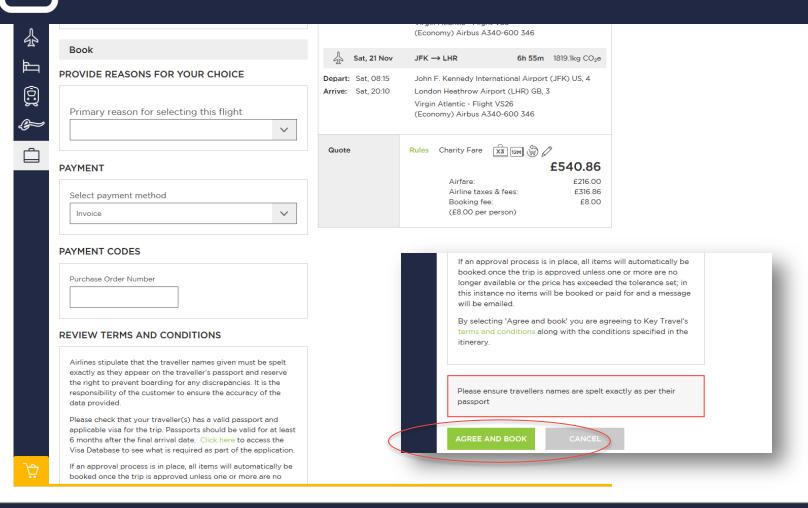


Hold a trip



- The hold section will confirm the items which can be held and will also specify the deadline date
- Visit our Visa Database for access to Visa application information
- Please click 'Agree and hold' to proceed

Book a trip



- To book a trip, complete the relevant payment information as per your company policy
- Make sure the traveller's name has been spelt exactly as it appears on their passport
- Please click 'Agree and book' to confirm the trip





Booking Hotels



Hotel search

	HOTELS SEARCH							
	Location London Heathrow Airport, Longford, United Kingdom							
Ŕ								
Ģ	Dates							
Ð	11/11/2015	12/11/2015						
_	Number of rooms	Occupants per room						
Ô	1 room V	1 occupant	\sim					
	Hotel Name							
	Optional							
	FIND HOTELS							

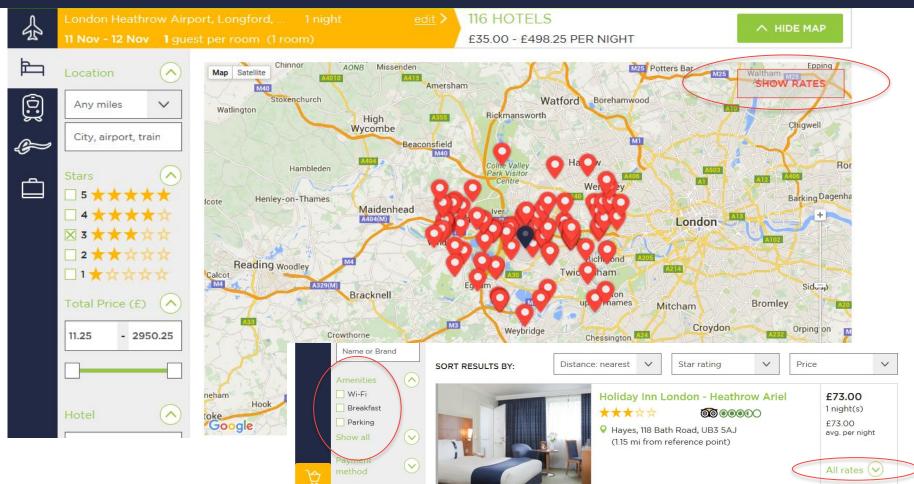
Previous searches	
London Heathrow Airport, Longford, United Kingdom 11 Nov - 12 Nov (1 room)	>
London Heathrow Airport, Longford, United Kingdom 10 Nov - 17 Nov (1 room)	>

- Hotels can be booked on their own or as part of another trip in your basket
- A location can be entered in as a city name, post code, landmark or train station
- The 'Previous searches' section will store up to 10 hotel searches



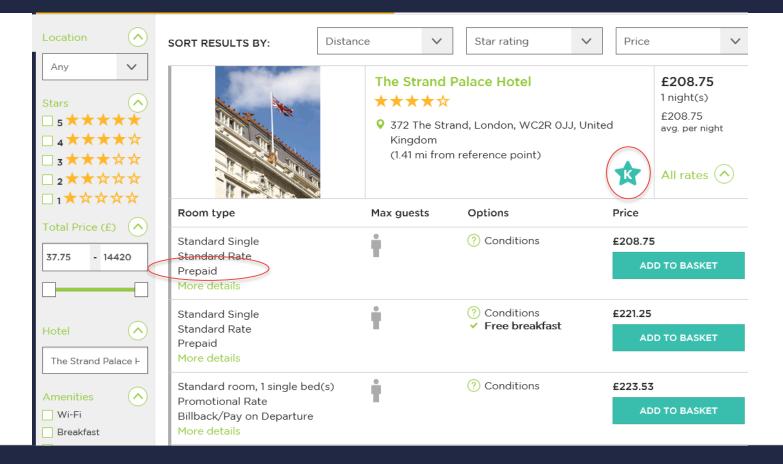


Hotel results



- Hotels can be found on the map. Average rates are shown by clicking 'Show rates'
- There are a number of filters including search by rates with breakfast
- To add items to your basket go to a preferred hotel, expand the 'all rates' section and click 'add to basket'
- Click on the name of the hotel to see more details

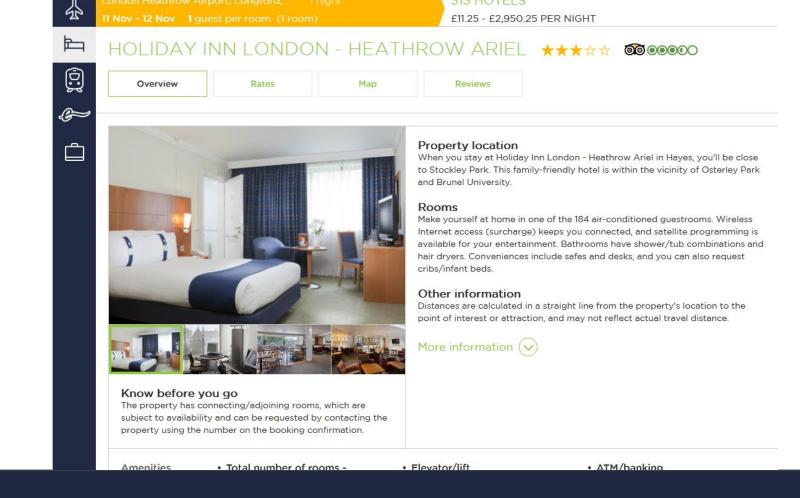




- A choice of room rates will be offered
- The choice of options will depend on your company policy
- 'Billback rates' allow breakfast to be added at checkout (if not already included)
- Customer negotiated rates can be found by looking for symbol 'C' ('K' represents Key Travel negotiated rates)



Hotel details



313 HOTELS

The hotel details page includes area information, a map view and trip advising ratings (if applicable)



Basket

 Wi-Fi Breakfast Parking Show all Payment method 		Holiday Inn ***** • Hayes, 118 E (1.15 mi from	Ariel £73.00 1 night(s) £73.00 avg. per night All rates 🔿	
	Room type	Max guests	Options	Price
HIDE	Room, 1 Single Bed, Non Smok Advance Saver Rate (Advance Purchase) Prepaid		× Non-refundable	£73.00 ADD TO BASKET
ASKET				clear bask
Hayes Wed, 11 Nov	Holiday Inn London - Heathrow Ariel — S	Standard Room		ght £79.25
FIND A HOTEL	FIND A FLIG	HT SAVE QU	OTE SEND QUO	TE BOOK OR HOLD

- Multiple items can be added into the basket including more than 1 product and different options e.g. 2 travel dates
- Use the 'send quote' function to send the basket in one email
- To go to checkout click 'Book or Hold'



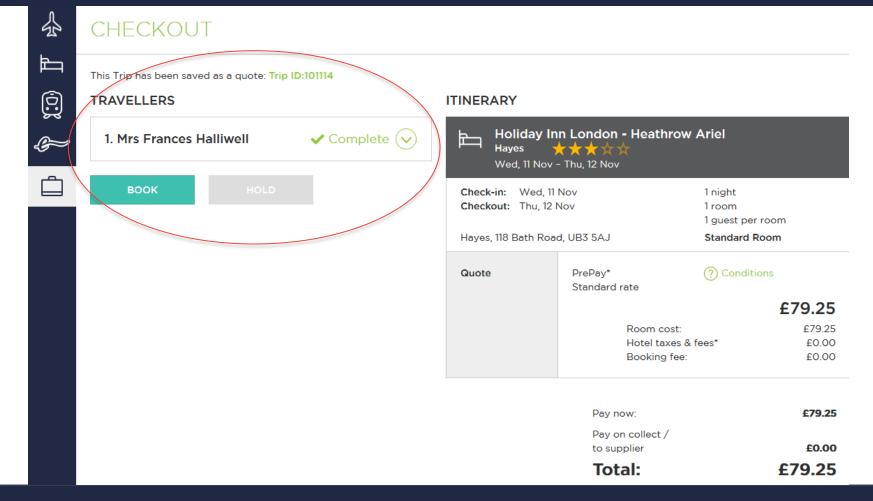
Send a quote

TRIP TO NEW YORK ID:116110 All prices are subject to price fluctuation	Quote ons until ticket issue
BOOK or HOLD	Cancel trip
VERIFY To request the traveller/s to select an option and/or provide comments, please search for or enter the name or email address of t send it to No verification requests have been sent for this trip yet	he person/s you wish to
Enter a cover note here if you would like to explain the options Image: Comparison of the option	Clear recipients
1. (Adult) Traveller information: A Incomplete	

- The quote has been saved in your trip folder and the 'Share' option opened for you to email the itinerary. Simply add comments and populate the traveller's email address
- It is possible to email multiple people by adding addresses into the right hand box
- Select 'Verify' to enable the traveller to interact in the quote. The traveller will receive an email and be asked to indicate their preferences by accepting and rejecting items



Checkout



- Accessing the 'checkout' screen can be done from the basket or the Trip ID
- Traveller names are required and can be added manually or selected from a profile
- The Book and Hold buttons will activate where applicable.
- Please note that hotels cannot be held



Book a trip

1. Mrs Rebecca Lovell Complete Send travel documentation	The Fairway Hotel London ★★☆☆☆ Mon, 12 Jun - Tue, 13 Jun			
Book	Check-in: Checkout:	Mon, 12 Jun Tue, 13 Jun	1 night 1 room 1 guest per room	
PAYMENT		13/15 Argyle Street King's Cross Run of house Message to Hotel		
Select payment method	Message			
Invoice				
TRAVELLER ALLOCATION	Quote	Billback/Pay on depart Standard Rate	ture*(?) Conditions	
Cannot be held* The Fairway Hotel hotel Run of house room		Room cost: Hotel taxes Booking fee VAT:	& fees* £0.00	
Room Mrs Rebecca Lovell V	_			
Authorised charges Room & taxes only Room & taxes only Room, tax & breakfast)	Please ensure travellers names passport		
PAYMENT CODE Room, tax & breakfast		AGREE AND BOOK		

- To book a trip, complete the relevant payment information as per your company policy
- If you have selected a 'Billback Rate' you have the option to authorise breakfast charges in addition to the cost provided in the summary. This cost will appear on the final invoice.
- Please click 'Agree and book' to confirm the trip



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Trips folder

TRIPS

	Search by:	y: Trip ID		Q Traveller Q		Location: city, hotel Q				
ê Î	Filter by:	Trip Status	All	\sim	Date rang	e From	То	:::	Include	past trips
	Trip Status	Trip ID 오	Travellers	Tra dat		Itinerary		Products	Current stage	Trip cost
	Quote	101116		16/	11/2015	London \rightarrow New York \rightarrow Lond	don			£1,046.37
	Quote	101115		11/1	11/2015	Hayes - Holiday Inn London -	Heathrow Ariel	Ē		£79.25
	Quote	101114	1. Frances Halliwell	11/1	11/2015	Hayes - Holiday Inn London -	Heathrow Ariel	ħ		£79.25
	Quote	101113	1. Frances Halliwell	16/	11/2015	London \rightarrow New York \rightarrow Lond	don			£540.86
	Quote	101112		16/	11/2015	London \rightarrow New York \rightarrow Lond	lon	슈		£1,046.37

- All online trips will be contained within your trips folder •
- To find your trip use the search and filter boxes •
- Trips can be accessed by clicking on the relevant trip number •





THANK YOU

If you require further training please refer to the KT Online guides located on Key Travel's website or contact your Account Manager.

Remember for technical assistance contact our helpdesk on 0844 335 0260 or at <u>online@keytravel.com</u>