



2 HHH FM Limited
ABN 17 093 755 312
Suite 17, 75 Pacific Hwy
Waitara NSW2077

EXPENSE REIMBURSEMENT POLICY

Policy number	HHHERP001	Version	1.0
Drafted by	Stephen Holland	Approved by Board on	20 July 2020
Responsible person	Company Secretary	Scheduled review date	By 19 July 2021

INTRODUCTION

Staff or volunteers may on occasion be required to pay expenses consequent on their employment out of their own pockets. Under certain circumstances, as outlined in this policy, these expenses may be reimbursed by the organisation.

PURPOSE

The purpose of this policy is to spell out under what circumstances reimbursement of expenses may occur on behalf of 2 HHH FM Limited, and the process for doing so. This policy relates to both staff and volunteers acting on authorized 2 HHH FM Limited business.

POLICY

2 HHH FM Limited will reimburse its staff (including volunteers) expenses incurred by them on behalf of 2 HHH FM Limited or in the course of 2 HHH FM Limited business so long as such expenses are:

- (1) Reasonable and
- (2) Authorised.

Reimbursement of reasonable but unauthorised expenses may be made on an *ex gratia* basis at the discretion of the Treasurer in exceptional circumstances only.

Staff and volunteers incurring authorised expenditure must, wherever possible, receive, retain and produce receipts, invoices, vouchers, tickets, or other evidence of such expenditure.

AUTHORISATION

Date of Board Approval

2 HHH FM Limited

REIMBURSEMENT PROCEDURES

Procedures number	HHHERP002	Version	1.0
Drafted by	Stephen Holland	Approved by Chairman on	20 July 2020
Responsible person	Company Secretary	Scheduled review date	19 July 2021

RESPONSIBILITIES

It is the responsibility of Management to ensure that:

- Staff and volunteers are aware of this policy;
- Any breaches of this policy coming to the attention of management are dealt with appropriately.

It is the responsibility of the all employees and volunteers to ensure that their applications for reimbursement conform to this policy.

PROCEDURES

Prohibited reimbursements

2 HHH FM Limited will not reimburse staff or volunteers for

- Unauthorised expenses
- Expenses claimed by an employee as a tax deduction
- Expenses normally recoverable from a third party
- Claims for purchases that are required to be made under a 2 HHH FM Limited purchase order
- Expenses that are not incurred for business purposes
- Late payment interest on credit cards
- Parking, traffic, or other fines and penalties

Travel expenses

- Employees and volunteers will be reimbursed for the most direct and economical mode of travel available, considering all of the circumstances.
- Employees and volunteers will not be reimbursed for additional costs incurred by taking indirect routes or making stopovers for personal reasons.
- Use of an employee or volunteer's own vehicle for work-related travel will be reimbursed by way of an all-inclusive mileage allowance, as shall be determined by the organisation from time to time.
- Trip cancellation insurance is eligible for reimbursement.

Accommodation expenses

- Employees and volunteers will be reimbursed for moderate accommodation expenses, considering all of the circumstances.
- Employees and volunteers will not be reimbursed for items of a personal nature charged to a hotel account.
- When accommodation is provided by an employee's friend or relative, to whom the employee or volunteer gives money or a gift as compensation or as a sign of appreciation, the employee or volunteer may claim an overnight accommodation expense in accordance with per diem rates, as shall be determined by the organisation from time to time.

Meals

- Employees and volunteers will be reimbursed for reasonable and appropriate meal expenses actually incurred while on [Name of Organisation] business.

Provision of hospitality

- Employees and volunteers will be reimbursed for hospitality expenses incurred in the course of 2 HHH FM Limited business, as appropriate.
- Appropriate hospitality charges include events hosted or sponsored for the purpose of promoting 2 HHH FM Limited's work or enhancing its image, and include meals that are related to the transaction of 2 HHH FM Limited business.
- When 2 HHH FM Limited employees and/or volunteers dine together while 2 HHH FM Limited business, it is appropriate for the **senior person** (if any) to arrange payment and submit the claim for reimbursement.

Advance payments may be authorised where appropriate. Such payments will be subtracted from the amount of any later reimbursements. If expenditure is, for whatever reason, not incurred then any advance payments made, or any unspent portion of such payments, must be returned.

Fixed *per diem* payments may be authorised where appropriate.

Staff are authorised to approve expenses to the amount specified in their individual job statement, and for expenditure above this level must seek specific authorisation from their supervisors.

Except where *per diem* payments have been authorised, staff and volunteers incurring authorised expenditure must, wherever possible, receive and retain receipts, invoices, vouchers, tickets, or other evidence of such expenditure.

Policies can be established or altered only by the Board: **Procedures** may be altered by the CEO.

Staff and volunteers incurring authorised expenditure must submit requests for reimbursement to the designated person (depending on the sum in question) on the standard form (see Appendix A, describing the nature and purpose of the expenses. The completed form must be signed by the applicant.

Except where *per diem* payments have been authorised, staff and volunteers incurring authorised expenditure must present all relevant original receipts, invoices, vouchers, tickets, or other evidence of such expenditure when seeking reimbursement. Where such evidence is for any reason lacking, statutory declarations may be sought.

Managers are responsible for determining if the expenses being claimed are reasonable given the circumstances, and for ensuring they are charged against the appropriate account, and that any requirements under the Fringe Benefits Tax legislation have been met.

Claims that have not been properly prepared, authorised, or supported by adequate documentation will be returned to the claimant and the reasons will be given for not processing the claim.

RELATED DOCUMENTS

AUTHORISATION

Stephen Martin Holland
Chairman
2 HHH FM Limited

Date

APPENDIX A

SPECIMEN EXPENSES CLAIM FORM

Name: _____

Please Print out and Attach Documentation (e.g. receipts)

Details	Date Expense Incurred	Activity	Total Cost	Notes
Total to be Reimbursed:				

Signature of Claimant: _____

Date Submitted: _____

Authorised by (Name): _____

Signature of Authorised Officer: _____

Office Use Only:

Claim Permitted? (Circle) Yes / No.

If no, state reason: _____

Date Reimbursed: _____