



A Member of Crowe Horwath International

Architects Registration Board Board Remuneration Report

August 2017

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1. Background, findings and actions

1.1 Background

The appropriate remuneration of Board, Committee, Panel members and Advisers assists ARB in meeting its purpose and objectives to protect the users of architects' services and to support architects through regulation. The level of attendance allowance should demonstrate that ARB is effective and prudent, whilst attracting the right calibre of individuals to support the Board in all areas of its work.

In 2008, the daily Board attendance allowance was raised from £250 to £275. However, in 2010 the Board members agreed to reduce their daily attendance down to £250 given the impact on the profession caused by the recession.

Since 2013 ARB have benchmarked annually the attendance rate of Board members to other regulators and professional bodies. Over the years it has appeared that the rates paid by other bodies are considerably higher than those of ARB however despite these differences the Board have held their daily rate.

During November 2016 the Board took the decision to introduce a reading/preparation fee to mitigate some of the differences in rates of daily allowances.

ARB requested a pay benchmarking exercise to be carried out to cover the roles shown below and to include a comparison of the job descriptions for similar roles in other bodies to ensure differences in duties and time commitments were taken into account.

This report considers the remuneration and expense policy as applicable to Board members.

This report also seeks to address the following questions:

- Whether the Chair of the Board / Chair of Committee should receive higher remuneration?
- Whether a different remuneration process should be adopted? e.g. would an honorarium be more appropriate?
- Other than remuneration what other method do other bodies use to attract the right individuals?
- Should the ARB pay other allowances for example dependency care payments?

We approached this review by researching publicly available information on remuneration across a range of not for profit bodies to get a feel for the different policies adopted, we considered the policies adopted by the regulators we work with, and finally we specifically approached four organisations and asked them to respond to us with details of how they remunerated Board and Committee members. The organisations approached to support this review were the General Optical Council (GOC), General Osteopathic Council (GOsC), General Pharmaceutical Council (GPhC) and the Royal Town Planners Institute (RTPI).

It is important to add that different classes of regulators and membership bodies make different levels of information publicly available. The health regulators, three of which were specifically approached as part of this review make a significant amount of information publicly available. Other organisations publish information on Board member's pay but don't go any further. For many the level of pay is required to be published in their annual reports but it is not necessarily clear as to the time commitment involved. Finally, there are some registered charities that have entirely voluntary boards. We have approached one to understand their policies for expenses and for remuneration of the other roles we were asked to consider.

1.2 Key findings and recommendations

Findings

From our review of the responses in Section 2 and other information publicly available the key points were:

- Section 2.2 – 2.4 shows that all participants with remunerated Board / Council members were paid a fixed annual fee. The fees paid were £7,500, £12,000 and £13,595. The average annual fee was equivalent to a day rate of between £300 and £400. No separate reading allowance was paid.
- Board / Council members were expected to sit on one other committee with attendance included in the honoraria.
- All participants paid an enhanced fee to the Chair of the Board taking into account the estimated time commitment and the importance of the role. The average annual fee was equivalent to a day rate of between £400 and £500. The Chair of the Prescription (and of other Committees) was also generally paid a higher daily rate. The rates were around 20% - 30% higher than for other Committee members.
- All participants who responded indicated that they would reimburse the cost of care although this was not automatic and permission would need to be obtained.
- There were some discrepancies in expense policies in terms of limits on what could be claimed as well as each organisations understanding of HMRC's policy in each area.

Recommendations

- The ARB should move to the payment of an annual honorarium or could alternatively move to a higher attendance allowance which would incorporate a day rate. A day rate of £375 or £3,750 per annum would broadly equate to current average remuneration levels.
- Board members should be required to sit on at least one other Committee. Attendance at this Committee would either be included in the honoraria or be paid at the higher daily attendance allowance rate.
- The Board members code of conduct should cover areas including meeting attendance, contribution at meetings and submission of expenses.
- The Chair of the Board should receive an enhanced honoraria (taking into account responsibility and additional time commitment) or an enhanced day rate. A minimum level of £400 per day or £8,000 per annum should be agreed.
- Chairs of Committees should receive an annual responsibility allowance with £2,000 for Audit and £1,000 for Remuneration being suggested after considering workloads for these Committees.
- Members of the Prescription Committee should receive an attendance allowance that incorporates reading time and could be set at £375 to match the allowance for the Board. The rate should include 3 hours reading time. If additional reading time is needed, then an additional half day should be authorised in advance for all Committee members by the staff member responsible for the Committee. The Chair should receive either an enhanced day rate.
- Consideration should be given to reimbursing the cost of care although the consistency with support provided to employees, advisors, examiners and other roles will need to be considered.

1.3 Potential rates of pay arising from results of review

Role	Approx. time commitment	Remuneration
Board member	10	£3,750 per annum
Chair of Board	20	£8,000 per annum
Prescription Committee member	Day rate inclusive of 3 hours reading	£375 per day
Chair of Prescription Committee	Day rate inclusive of 3 hours reading	£400 per day

NB. For the Prescription Committee a further half day rate is paid for applications (or in the event of a greater volume of papers than average if authorised in advance by the staff member responsible for that Committee)

1.4 Summary of findings

We have included summarised responses from each of the participants in Section 2 of this report below. We have considered the remuneration policy adopted for each participant for each of the roles above and where the ARB's remuneration policy fits with that adopted by other participants. We have also commented briefly on remuneration policies in respect of other organisations which were not approached as part of this review but where information is publicly available.

Brief commentary on participants

We have included further information on each organisation later in this report but in terms of size:

- GOsC is around half the size of the ARB in terms of financial activity and has only around 10% – 15% of the number of registered individuals.
- GOC and RTPI are 50% - 100% larger than ARB in terms of financial activity but have 25% less registered individuals
- The GPhC has twice as many registered individuals and is four times the size in terms of financial activity.

Despite the differences in financial terms, we did not consider there to be a significant difference in the complexity of the organisations. The roles of Board members and Chairs were also relatively consistent between organisations

Board members

ARB Board members receive £250 per day attendance allowance with an additional reading allowance paid at £50 per hour. There is a restriction on the number of hours reading allowance that can be claimed per Committee or Board meeting with the exception of the Prescription Committee. All other participants with paid Board members receive an annual fee rather than an attendance allowance. Taking into account the estimated time commitments, the daily rate paid to Board members of the other participants was at least 33% higher than the ARB.

We considered publicly available information from 24 organisations (including the ARB and those included in this report) where there was information on either day rates for Board members or annual fees and time commitments. The rates varied between £192 and £750 per day, the mean day rate was £372 and the median was £333. Only three of the other 23 organisation were paid a day rate below that of the ARB however once the estimated impact of the reading allowance was taken into consideration, the ARB's approximate day rate was in line with averages from other organisations.

It is important to note that the time commitment expected of ARB Board members is low compared to other organisations. Therefore, although with the reading allowance the day rate may be considered reasonable, annual remuneration for each individual was one of the lowest for the organisations reviewed.

Should the Chair of the Board / Committees receive a high level of remuneration?

In all cases where Board members were remunerated, the Chair of the Board / Council received a higher annual fee reflecting the time commitment connected to this role. The Chair was paid between 3 and 5 times the remuneration of the other Board members. In most cases the Chairs' of other committees received either a higher attendance allowance or an additional annual fee in addition to the standard attendance allowance.

As for the remuneration of Board members we considered publicly information on day rates in relation to the Chair of the Board. We did this for 20 organisations and the rates were between £250 (ARB) and £1,041 per day, the mean was £529 per day and the median was £468 per day. All Chairs for the participant organisations reviewed were paid a fixed annual fee.

Prescription Committee

There was significantly less information publicly available in relation to prescription committee remuneration than for remuneration of Board members, however, considering the day rate equivalent for the ARB's prescription adviser the role appeared to be remunerated in line or in excess of the rate paid by others. Rates were all just over £300 however no other participants indicated that they paid a reading allowance. Some participants paid the Chair of the Prescription Committee received an enhanced daily rate of between 10% - 20%.

From our discussions with management we understand the average reading time for papers for this Committee is around 3 hours and there are 4 applications a year where the reading time is around 4 hours. On average a day rate of just under £375 was paid based on claims submitted by ARB Prescription Committee members. A rate of £375 to include a standard level of reading time would mean that remuneration for this role was not reduced. A half day rate could be paid for each application or if there is a higher than average level of reading required.

Should remuneration be based on attendance or a fixed annual amount?

As referred to above Board / Council remuneration was generally paid by way of a fixed annual fee (pro-rated if necessary where the individuals were not in post for a full year). In general an individual did not receive a reduction in their remuneration if they failed to attend a meeting. The ARB may wish to update its code of conduct to make this more detailed and cover areas including meeting attendance, contribution at meetings and compliance with ARB's expense policy. The ARB currently pays a reading allowance to Board members. A separate reading allowance not paid by any of the participant organisations and reading time was included within the annual honoraria.

Other than remuneration what other method do other bodies use to attract the right individuals?

Participants indicated that as well as competitive remuneration, they attracted the right individuals through providing strong training and support to Committee and Board members. Participants indicated that they used professional recruiters, having a stand at conferences and advertising in trade press to recruit Board and Committee members.

Should the ARB pay other allowances for example dependency care payments?

Although allowances were not always clearly stated in expenses policies, all participant who responded to this question replied confirming that they would reimburse the costs of care to allow Board and Committee members to attend meetings.

Expenses

On review of the expenses policies for all 5 organisations it was clear that the ARB's expenses policy was broadly in line with those of the other participants with the ARB's policy being more generous in some areas. We also considered the expenses policy for 3 other organisations based on publicly available information and again ARB's policy was in line with these. A summary of the expense policies for all 8 organisations are included in Section 2.6 below.

2. Summary of responses and supporting data

2.1 ARB:

Overview of organisation

The Architects Registration Board (ARB) is the statutory body for regulating architects in the UK. There are approximately 40,000 architects registered with the ARB. ARB has incoming resources of around £4.5m almost all arising from retention, registration, and prescribed examination fees. Major items of expenditure are staff costs and legal and professional costs associated with regulation. The governing body is the Board and there are other Committees for Investigations Oversight, Audit, Remuneration, Prescription and Professional Conduct. Architects from outside the UK may be required to take a Prescribed Examination in order to register as an architect in the UK.

ARB role	Equivalent role (*)	Brief description
Board	n/a	Underpinned by two objectives which are to protect the users and potential users of architects' services and to support architects through regulation. Responsible for providing leadership and direction to take forward ARB's strategic aims and objectives. Agreeing and implementing strategy, schemes of delegation and reporting procedures. Assessing its own performance and effectiveness.
Prescription adviser	n/a	Prescription advisers have similar duties to the Board to promote the Board's two objectives and to act with integrity. Additionally they are required to assist in the review of new qualifications and to provide guidance for UK institutions seeking to develop new qualifications and/or make changes to existing prescribed qualifications.

Equivalent role (*)	Time commitment (days)	Remuneration
Board	9 per annum	£250 per day, £125 per ½ day (under 2 ½ hours), £50 per hour reading time
Prescription adviser	9 per annum (on average)	£275 per day and £55 per hour reading / preparation time (typically 2 – 3 hours per meeting)

Does the Chair of the Board / Council or of individual committees receive a higher level of remuneration than other Board / Council or committee members? If so please provide details of remuneration policy for each Chair and estimated time commitment.

Board members – No, but Chair can claim for ad hoc duties (such as RIBA liaison meetings, carrying out appraisals, meeting preparation etc.) – either day or hour rate (ad hoc time commitment is normally around 1 day per month).

Is remuneration for Board / Council or members of individual committees based on attendance or is a fixed level of remuneration paid? Please provide details.

All based on attendance / actual preparation time.

What methods do you use to attract the right individuals? Please provide details.

Positions are advertised with the DCLG who interview candidates. The ARB provides details of key skills required to the DCLG to be taken into account during the recruitment process.

2.2 GOC:

Overview of organisation

The General Optical Council (GOC) is the regulator for the optical professions in the UK. GOC's purpose is to protect the public by promoting high standards of education, performance and conduct amongst opticians. GOC register around 29,000 optometrists, dispensing opticians, student opticians and optical businesses. GOC has incoming resources of £7.6m and net assets of just over £9m. Major items of expenditure are staff costs, fitness to practice, registration and education & standards. The governing body is the Council and there are other Committees including those for Fitness to Practice, Investigation, Registration Appeals, Audit and Risk, Standards, Education and Remuneration.

ARB role	GOC Equivalent role	Brief description
Board	Council Member	All Council members share the same duty of public protection and oversee the range of regulatory processes. Members share corporate responsibility for providing strategic direction and making policy.
Prescription adviser	Education Committee	The Education Committee advises the Council and other committees on optical training, educations and assessment. This includes the approval of training establishments and qualifications.

Equivalent role	Time commitment (days)	Remuneration
Council member	Minimum 24 – 36 days per annum	£13,595 per annum paid monthly
Prescription adviser	8 – 16 days per annum	£311 daily attendance fee in person, £207 via tele conference. Development and induction time is paid at a daily fee of £218.

Does the Chair of the Board / Council or of individual committees receive a higher level of remuneration than other Board / Council or committee members? If so please provide details of remuneration policy for each Chair and estimated time commitment.
<p><i>Council</i> The Council Chair receives annual remuneration of £57,260 paid monthly. The expected time commitment is 100 – 150 days per annum.</p> <p><i>Education Committee</i> Chairs receive a daily fee for attendance in person of £363. The teleconference fee is as for other members.</p>

Is remuneration for Board / Council or members of individual committees based on attendance or is a fixed level of remuneration paid? Please provide details.

The remuneration for Council Chair and members is fixed and is paid monthly based on average attendance. The remuneration for Committee Chairs and members is based on attendance.

Is remuneration for Board / Council or members of individual committees based on attendance or is a fixed level of remuneration paid? Please provide details.

Committee members who are not members of Council and members co-opted to committees are paid a daily allowance of £306 based on actual attendance. Payments to Council members and Chairs are fixed but the fee is pro-rated where the Council member was not in place for the full year.

What methods do you use to attract the right individuals? Please provide details.

Members have a structured development plan that includes an induction process, objective setting, ongoing training in subjects including Equality, Diversity and Inclusion, and an appraisal process.

Do you pay other allowances for example dependency care payments? Please provide details.

Although there are no formal allowances in place at present the GOC will provide financial assistance to ensure that Council and committees are fully representative.

2.3 GOsC

Overview of organisation

The General Osteopathic Council (GOsC) is responsible for developing and regulating the osteopathic profession in the UK. There are just over 5,000 osteopaths registered with GOsC. GOsC has incoming resources of £2.7m and net assets of just over £2.5m. Major items of expenditure are staff costs and fitness to practice. The governing body is the Council and there are other Committees for Professional Conduct, Investigating, Policy Advisory, Audit, Health and Remuneration and Appointments. Osteopaths from outside the UK are asked to take a practical assessment of their skills.

ARB role	GOsC Equivalent role	Brief description
Board	Council Member	The role of Council includes setting the corporate strategy and objectives, determining key policies for the organisation, and making rules as provided for under the Osteopaths Act.
Prescription adviser	Education Visitor	Education visitors undertake reviews at osteopathic education providers, to ensure that their courses meet the Osteopathic Practice Standards and put patient safety, public protection and excellence at the heart of all activities

Equivalent role	Time commitment (days)	Remuneration
Council member	18 days per annum	£7,500 per annum. The fee is pro-rated where the Council member was not in place for the full year.
Education Visitor	Up to 5 days per annum	A daily attendance fee of £306.

Does the Chair of the Board / Council or of individual committees receive a higher level of remuneration than other Board / Council or committee members? If so please provide details of remuneration policy for each Chair and estimated time commitment.

The Chair of the Council receives £25,500 per annum. The fee is pro-rated where the Chair was not in place for the full year. No additional remuneration is received by the Chairs of the Professional Conduct Committee or Investigating Committee. The time commitment of the Chair is approximately 78 days per annum.

Is remuneration for Board / Council or members of individual committees based on attendance or is a fixed level of remuneration paid? Please provide details.

Committee members who are not members of Council and members co-opted to committees are paid a daily allowance of £306 based on actual attendance. Payments to Council members and Chairs are fixed but the fee is pro-rated where the Council member was not in place for the full year.

What methods do you use to attract the right individuals? Please provide details.

We have run workshops for interested individuals who are able to visit the office and hear from the Chief Executive, the Chair and from members of the Governance structure directly. The purpose is so that we can build capacity within the profession and ensure individuals focus on the competencies needed to undertake the role.

Do you pay other allowances for example dependency care payments? Please provide details.

Allowances are paid for environmentally friendly means of travel. Costs incurred to fulfil Council member duties connected to provide care for children, the elderly or others will be reimbursed on provision of receipts.

2.4 GPhC

Overview of organisation

The General Pharmaceutical Council (GPhC) is the independent regulator for pharmacists, pharmacy technicians and pharmacy premises in Great Britain. There are over 90,000 individuals registered with GPhC. GPhC has incoming resources of £22.6m and net assets of £13.6m. Major items of expenditure are staff costs, professional costs, financial costs and IT. The governing body is the Council and there are other Committees for Fitness to Practice Investigating, Appeals, and Audit & Risk.

ARB role	Equivalent role (*)	Brief description
Board	Council Member	The role of our Council is to make sure that the GPhC fulfils its statutory role to protect, promote and maintain the health, safety and wellbeing of members of the public by upholding standards and public trust in pharmacy. Our Council acts as a governing body which ensures that the GPhC is managed effectively and efficiently and sets the strategy for the organisation.
Prescription adviser	Accreditation team	Our Accreditation and Recognition Panel (“Visitors”) reports to the Council on the content, quality and nature of a course of education or training leading to registration and annotation against the GPhC’s published standards or criteria through accreditation events, making judgements on the basis of evidence and quality indicators.

Equivalent role	Time commitment (days)	Remuneration and expenses policy
Council Member	36 days (estimate)	£12,000 per annum. The fee is pro-rated where the Council member was not in place for the full year.
Accreditation team	10 days (plus prep for team leaders)	Team members receive £300 per day and £225 per day for attending training.

Does the Chair of the Board / Council or of individual committees receive a higher level of remuneration than other Board / Council or committee members? If so please provide details of remuneration policy for each Chair and estimated time commitment.
<p><i>Council</i></p> <p>The Chair of the Council is paid £48,000 per annum. The fee is pro-rated where the Chair was not in place for the full year. The time commitment expected of the Chair is 100 days per annum (estimated).</p> <p><i>Accreditation</i></p> <p>Team leaders receive the same training fee but receive a daily fee of £390 per day. The time commitment is for team members but with additional preparation time.</p>

Is remuneration for Board / Council or members of individual committees based on attendance or is a fixed level of remuneration paid? Please provide details.

The annual remuneration and attendance for Council chair and members above covers both formal meetings and informal workshops of the Council, and Council members' committee attendance. All council members must take part in other events such as strategy days, stakeholder meetings and task groups and do the relevant preparation. They do not receive extra payment for these.

For all other roles mentioned, fees are paid daily for attendance (with the exception of the fixed additional £1,000 p.a. for the Chair of the Fitness to Practise Committee)

What methods do you use to attract the right individuals? Please provide details.

For both Council and associates, we benchmark our remuneration to ensure it is not out of line with our peers. Beyond that, we have not felt the need to provide any special incentives to attract the right individuals but we do make special efforts in our advertising, articles in the trade press etc. and through attendance at conferences etc. to attract candidates with protected characteristics/from under-represented groups. We do have the option of using desirable criteria to appoint Council member candidates with certain experience or who meet certain criteria.

Do you pay other allowances for example dependency care payments? Please provide details.

The GPhC has a non-staff expenses policy which covers the standard arrangements for travel and subsistence, etc. The policy does make reference to providing child care and other expenses should they be incurred wholly for the purposes of GPhC business. Claimants are required to discuss non-standard expense claims with staff before incurring the expense. These are considered on a case by case basis.

2.5 RTPI

Overview of organisation

The Royal Town Planning Institute (RTPI) is responsible for maintaining professional standards and accrediting world class planning courses nationally and internationally. The RTPI has approximately 23,000 members. RTPI has incoming resources of £6.9m and net assets of £7.1m. Staff costs are the largest item of expenditure.

ARB role	Equivalent role (*)	Brief description
Board	Board of Trustees	<p>The Board of Trustees is responsible for the management of the affairs of the Institute and promoting its objects.</p> <p>The members are also the charity trustees of the RTPI, which is a registered charity.</p> <p>The Board of Trustees is composed of the Honorary Officers of the Institute, eight members elected by the General Assembly and one member elected from the Regions and Nations representatives on the General Assembly.</p>

Equivalent role (*)	Time commitment (days)	Remuneration
Trustee	Not provided	Voluntary

Does the Chair of the Board / Council or of individual committees receive a higher level of remuneration than other Board / Council or committee members? If so please provide details of remuneration policy for each Chair and estimated time commitment.

All Chairs are voluntary.

Is remuneration for Board / Council or members of individual committees based on attendance or is a fixed level of remuneration paid? Please provide details.

Not applicable

What methods do you use to attract the right individuals? Please provide details.

Our Trustees are elected from our General Assembly which is elected by the wider membership. We do have two independent Trustees following a skills audit. We used a recruiter to help fill these posts.

Do you pay other allowances for example dependency care payments? Please provide details.

Not specifically referred to in expenses policy.

2.6 Board cost and Chair and Board member remuneration

	ARB	GOC	GOsC	GPhC	Lease	LSB	VTS
No. Board meetings per annum (excluding workshops, development days etc)	5	9	4	9	8	9	7
Total remuneration for Board, Audit and Rem Com	55000	183310	108630	208000	26169	153000	95000
Average remuneration for Board member	3667	13595	7500	12000	2000	15000	7000
Average remuneration for Chair	5250	57260	25500	48000	15709	63000	57000
Expected time commitment Board	10	30	18	36			
Equivalent day rate	367	453	417	333			
Expected time commitment Chair	20	125	78	100			
Equivalent day rate	263	458	327	480			
<i>Notes</i>							
1. Board, Audit and Rem Com only considered as these roles exist at all organisations reviewed.							
2. ARB figures are 2017 to date figures to end July 2017 extrapolated for the full year with uplift for outstanding claims (Chair is 2016 actual).							
3. Board and Chair remuneration is latest actual published honoraria or average estimated remuneration using available information.							
Proposed day rate for Board members	375						
Proposed day rate for Chair	400						
Proposed responsibility allowance for Audit and Rem Comm	3000						
Total annual Board, Audit and Rem Comm (15 Board members)	63500						
Additional cost	8500						

2.7 Day Rates / Day Rate equivalents and Honoraria data

Board	Day rate £	Chair	Day rate £
Care Quality Commission	£192	Architects Registration Board	£250
UK Sports	£218	General Chiropractic Council	£301
Committee on Standards in Public Life	£240	General Osteopathic Council	£327
Architects Registration Board	£250	Review Body on Senior Salaries	£350
Social Security Advisory Committee	£257	NHS Pension Board	£365
Department for Business Innovation & Skills	£271	Nursing & Midwifery Council	£369
Legal Services Board	£300	Health and Care Professional Council	£372
Local Government Association	£300	Valuation Tribunal Service	£399
Royal College of Veterinary Surgeons	£310	Civil Aviation Authority Consumer Panel	£400
Health Care Professional Council	£317	General Optical Council	£458
NHS Litigation Authority	£328	Department for Business Innovation & Skills	£477
General Pharmaceutical Council	£333	General Pharmaceutical Council	£480
Nursing & Midwifery Council	£333	Committee on Standards in Public Life	£500
Office of Communications (Ofcom)	£409	Pensions Advisory Service	£508
Driver and Vehicle Standards Agency	£417	General Dental Council	£550
General Osteopathic Council	£417	General Medical Council	£705
Ministry of Defence, Equipment and Support	£417	Legal Services Board	£900
General Chiropractic Council	£443	Office of Communications (Ofcom)	£913
General Optical Council	£453	Ombudsman Services	£920
Forestry Commission	£463	Independent Press Standards Organisation	£1,041
General Medical Council	£500	Mean	£529
Independent Press Standards Organisation	£500	Median	£468
Legal Services Ombudsman	£500		
General Dental Council	£750		
Mean	£372		
Median	£333		
Note			
The ARB attendance allowance has been used in the table above rather than an estimate including the impact of the reading allowance. Taking into account the impact of the reading allowance ARB's effective daily rate is higher as shown in Section 2.6 above.			

Board / Council	Annual Rate	Chair	Annual Rate
UK Sports	£5,232	Review Body on Senior Salaries	£10,500
Committee on Standards in Public Life	£5,760	NHS Pension Board	£13,137
General Chiropractic Council	£6,650	Civil Aviation Authority Consumer Panel	£20,000
NHS Litigation Authority	£7,883	General Chiropractic Council	£23,440
Social Security Advisory Committee	£9,245	Valuation Tribunal Service	£28,728
Health Care Professional Council	£9,500	Pensions Advisory Service	£30,500
Forestry Commission	£11,111	Ombudsman Services	£46,000
Nursing & Midwifery Council	£12,000	Nursing & Midwifery Council	£48,000
Driver and Vehicle Standards Agency	£15,000	General Dental Council	£55,000
Ministry of Defence, Equipment and Support	£15,000	Health and Care Professional Council	£58,000
General Dental Council	£15,000	General Medical Council	£110,000
General Medical Council	£18,000	Mean	£40,300
Mean	£10,865	Median	£30,500
Median	£10,306		

2.8 Expenses



Expense type	ARB	GOC	GOsC	GPhC	RTPI
Rail	Standard	Standard	Standard	Standard	Standard class
Taxi	Only if most appropriate	Only if most appropriate	Up to £30 is quicker or more economical	Exceptional circumstances only	Not normally reimbursed
Car	45p per mile	40 per mile (25p if > 10,000 miles)	45 per mile	At HMRC approved rates	40 per mile (25p if > 10,000 miles)
Cycling	Not specified	Not specified	20p per mile (30p scooter)	Not specified	20p per mile
Flights	Economy	Economy	Economy < 4 hours	Economy < 5 hours	Economy
Subsistence	Maximum: £10 breakfast, £10 lunch, £35 dinner (other out of pocket £5 per night)	Maximum: £13 lunch, £28 dinner (£25 outside London)	Dinner £30, £15 for meal if travel time is more than 2 hours.	Maximum: £10 breakfast, £10 lunch, £35 dinner (£25 outside London)	No amount specified – reasonable costs.
Accommodation	£25 friends and family allowance. Hotel up to £170 and £150 outside London.	Hotel £150 in London and £120 outside.	£30 friends and family allowance. Hotel £150 in London and £120 outside.	£35 friend and family allowance. GPhC will negotiate hotel rates.	No amount specified – reasonable costs.
Other e.g. care	Not specified	Reimbursed	In full	Reasonable costs	Not specified

Expense type	General Dental Council	General Medical Council	Legal Services Board
Rail	Standard	Standard	Standard
Taxi	Only if most appropriate	Only if most appropriate	Only if most appropriate
Car	40p per mile (25p if > 10,000 miles)	40p per mile (25p if > 10,000 miles)	45p per mile (25p if > 10,000 miles)
Cycling	Not specified	20p per mile (24p scooter)	Not specified
Flights	Economy	Economy	Economy
Subsistence	£13 breakfast, £16 lunch, £37 dinner	£10 breakfast, £10 lunch, £30 dinner	Up to £21 lunch and evening meal
Accommodation	£25 friends and family allowance. Hotel up to £160 in London and £100 outside	£25 friends and family allowance. Hotel £157 in London, £100 Manchester and £130 outside.	Hotel £120 in London and £100 outside.
Other e.g. care	Not specified	Childcare up to £50 per day	Not specified



A Member of Crowe Horwath International

Whilst every care has been taken to ensure that the information provided in this report is as accurate as possible, based on the information provided and documentation reviewed, no complete guarantee or warranty can be given with regard to the advice and information contained herein.

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