



GIFTS AND HOSPITALITY POLICY

Title:	Gifts and Hospitality Policy	
Purpose of Policy:	This policy is intended to provide advice to Trust staff who, in the course of their day to day work or as a result of their employment, either receive offers of gifts and hospitality or provide gifts and hospitality to others on behalf of the Trust.	
Directorate Responsible for Policy:	Finance and IT Directorate	
Name and Title of Author:	Mr Paul Nicholson, Assistant Director of Finance and IT	
Staff Side Consultation	Yes	
Equality Screened:	Yes	
Date Presented to:	Trust Board	16 September 2008
	Comments	The Gifts and Hospitality Policy was adopted, subject to benchmarking maximum expenditure limits with other HSC Trusts.
Publication Date:		Review:
Version:	TW/1/Fin (01) 2008	
(01)		
(02)		
(03)		
(04)		

Circulation List:

This Policy was circulated to the following groups for consultation.

- Staffside
- Executive Directors and Senior Managers

Following approval, this policy document was circulated to the following staff and groups of staff.

- All Trust Staff
- Trust Internet Site/Intranet Site

INTRODUCTION

1. This policy is intended to provide advice to Trust staff who, in the course of their day to day work or as a result of their employment, either receive offers of gifts and hospitality or provide gifts and hospitality to others on behalf of the Trust.
2. All decisions by Trust staff on the provision or acceptance of gifts and hospitality must be able to withstand both internal and external scrutiny. They must be defensible as being in the direct interest of the organisation, as being proportionate to that interest and within limits that are acceptable to the Trust Board.

PRINCIPLES

3. This policy has been compiled to ensure compliance with the Seven Principles of Public Life drawn up by the Nolan Committee (see Appendix 1). All Trust staff must therefore apply the following principles in the conduct of their employment:
 - They must not accept gifts, hospitality or benefits of any kind from a third party which might be perceived as compromising their personal judgement or integrity;
 - They must not make use of their official position to further their private interests or those of others;
 - They must declare any private interests relating to their public bodies
 - They must base all purchasing decisions and negotiations of contracts solely on achieving best value for money for the tax payer;

 - They must refer to their Head of Department when faced with a situation for which there is no adequate guidance;
 - If in any doubt, they must seek advice from the appropriate Line Manager or Director of Finance.

LEGAL OBLIGATIONS

4. Under the Prevention of Corruption Acts of 1906 and 1916 it is an offence for an officer in his or her official capacity;
 - To corruptly accept any gift or consideration as an inducement or reward for doing, or refraining from doing, anything in that capacity;
 - To show favour or disfavour to any person; or
 - To receive money, gifts or consideration from a person or organisation holding or seeking to obtain a Government contract.
5. All these are deemed by the Courts to have been received corruptly unless it can be proven otherwise.

ACCEPTANCE OF GIFTS

Cash or Cash Equivalents

6. Offers of cash or cash equivalents (e.g. lottery tickets, gift vouchers or gift cheques) made by suppliers, contractors, service users or their relatives to individual officers of the Trust should be declined. Instead, the supplier, contractor, service user or relative should be made aware of the range of Charitable Funds which are managed by the Trust to receive cash donations for general or specific purposes. Details of the current Charitable Funds are available from the Director of Finance.

Non Cash gifts

7. Gifts of a small or inexpensive nature such as calendars or diaries or other simple or inexpensive items such as flowers and chocolates can be accepted. This type of gift can be easily distinguishable from more expensive or substantial items which cannot on any account be accepted. If there is any doubt as to whether the acceptance of such an item is appropriate, the matter should be referred to the Trust's Director of Finance.

Exceptional cases

8. It is recognised that there are exceptional cases where refusal of a gift will clearly offend a donor, cause embarrassment or appear discourteous. In these cases the donor should be advised that the permission of Trust Management will have to be sought as to whether or not the gift can be accepted. The Trust's Director of Finance should be asked to decide whether to:
 - Allow the recipient to accept the gift; or
 - Return the gift to the donor with a suitably worded letter explaining why the gift cannot be accepted; or
 - Use or dispose of it, if possible, in or by the Trust.

Lectures, Conferences and Broadcasts

9. Where gifts by the way of fees, ex gratia payments or book tokens for lectures, broadcasts or similar occurrences are offered, their acceptance should be based on how much of the preparatory work for the event was done in the employee's own time, how much in official working time and the extent to which the Trust resources, other than for example, use of an officially issued laptop at home, were used in the preparation. The guiding principle is that the Trust will seek to recover the costs of publicly funded resources used for any non-HPSS events. The following illustrations are by way of example:

- If the preparation was carried out entirely in the individual's own time (for example outside fixed sessional commitments for medical or other clinical staff) and the event took place in the employee's own time at no expense to the Trust, it would be acceptable for the individual officer to retain the whole fee, token or other gift;
- If the preparation was performed wholly on Trust time, with the use of Trust resources, the Director of Finance should be consulted to determine the need to charge the organisation or body a fee based on the salary costs of the individual and/or the use of resources. If the event is carried out in the employee's own time then in addition to any charge for the use of Trust resources, the individual officer may retain any fee, token or other gift for presenting at the event.
- If the preparation was carried out and the presentation, delivered in the officer's own time but Trust facilities or equipment were used, then the Director of Finance should be consulted to determine the need to charge the organisation or body a fee based on the use of resources. In addition to any charge for use of any Trust resources, the individual officer may retain any fee, token or other gift for presenting at the event.

If further guidance is needed in this area, the Director of Finance should be consulted. In all instances, employees should be aware of the requirements of the Trust in respect of spare time activities and secondary employment.

Trade or Discount Cards

10. Trade or discount cards, other than those negotiated by the Trust on behalf of its staff, by which an officer might benefit from the purchase of goods or services at a reduced price are classified as gifts and should be politely declined and, if already accepted, returned to the sender.

HOSPITALITY RECEIVED FROM THIRD PARTIES

10. The handling of offers of hospitality is recognised as being much more difficult to regulate but it is an area in which staff must exercise careful judgment. It is recognised that it can be as embarrassing to refuse hospitality as it can be to refuse a gift. There is also a need to distinguish between simple, low cost hospitality of a conventional type, for example, a working lunch or evening meal compared with more expensive and elaborate hospitality. There is clearly a need for a sense of balance. There is concern that acceptance of frequent, regular or annual invitations to events or functions, particularly from the same source and where a considerable degree of hospitality is involved, may severely test the principles stated earlier and should be refused. However, there may be instances where staff receive invitations to events run by voluntary organisations such as annual conferences or dinners.

Attendance at such events is considered an integral element in building and maintaining relationships with these sectors and any hospitality received is likely to be reasonable and proportionate, and therefore acceptable.

12. The main point is that in accepting hospitality staff need to be aware of, and guard against, the dangers of misrepresentation or perception of favouritism by a competitor of the host.
It is obviously easier to justify meetings which relate directly to the work of the Trust but where these happen outside working hours and on purely social occasions then they need to be justified as not being a personal gift or benefit. Where a contract is being negotiated, hospitality of any kind, including attendance of staff at seasonal events hosted by suppliers or contractors, should not be accepted.
13. As a general rule, invitations of hospitality which are extended to the Trust as a whole, can be accepted by a nominated officer and are less likely to attract criticism than personalised invitations to individual officers.
14. When in doubt about accepting hospitality or an invitation you should consult your Line Manager or the Director of Finance. In all instances where anything beyond conventional hospitality is offered, the approval of the Line Manager or the Director of Finance should be sought. It is particularly important to ensure that the Trust is not over represented at an event or function and care should be taken to ensure that this does not happen, for example, by enquiring from the host as to other staff who have received similar invitations.

AWARDS OR PRIZES

15. Staff should consult their Line Manager or their Director of Finance if they are offered an award or prize in connection with their official duties. They will normally be allowed to keep it provided:
 - There is no risk of public criticism;
 - It is offered strictly in accordance with personal achievement;
 - It is not in the nature of a gift nor can be construed as a gift, inducement of payment for publication or invention to which other rules apply.

SPONSORSHIP FOR ATTENDANCE AT COURSES AND CONFERENCES

15. The offer of financial assistance or sponsorship by commercial or other organisations to attend **relevant** courses or conferences must be highlighted to your Line Manager in advance on the appropriate form normally used for applying for permission to attend such events. **Such sponsorship is permitted on the understanding that its acceptance will not compromise in any way future purchasing decisions either directly or indirectly or lead to any other conflict of interest involving the individual or the Trust.** The appropriate Line Manager or Director must review the nature and level of sponsorship being offered before approving applications to attend courses or conferences.

Any sponsorship that could be construed to be in direct conflict with the aim of promoting the health and social well being of the Northern Ireland population should not be accepted in any circumstances e.g. from tobacco companies. The Director of Finance should be consulted for advice in cases of uncertainty.

REGISTER OF GIFTS, HOSPITALITY AND INVITATIONS

17. In order to counter any possible accusations or suspicions of breach of the rules of conduct, a record will be kept by the Trust of all offers of gifts, awards and prizes made to members of the Trust Board, directors, senior managers and staff. Invitations to functions or events, where a considerable degree of hospitality is involved should also be recorded. Details should include: where the offer originated, to whom it was made, and a note of the action taken, i.e. accepted/refused/returned. It is the responsibility of the individual Trust officer to forward details of offers to the Director of Finance for inclusion in the Trust's gifts and hospitality register.

PROVISION OF HOSPITALITY, GIFTS AND AWARDS

18. Paragraphs 19 to 31 below provide a guide for staff when considering the provision of hospitality, gifts or awards. Appendix 2 sets out maximum expenditure limits that have been prescribed by the Trust Board for such occurrences. If in doubt, the Director of Finance should be consulted before any expenditure is committed.

Internal Hospitality

19. This should only be considered in clearly defined circumstances. For example, where meetings outside of normal working hours cannot be avoided (early morning or after normal working hours) or where staff are required to travel to attend meetings in circumstances where a lunch time break is not possible or where the meeting is likely to last for more than 3 hours.
20. Where hospitality is to be extended for internal meetings, it should be limited to light refreshments and written approval should be sought in advance from the appropriate Line Manager or Director if expenditure is estimated to exceed the maximum limit (currently £5 per head) set out in Appendix 2. A proforma approval form is set out in Appendix 3.
21. In relation to residential training courses/conferences it is normal practice for meals and light refreshments to be provided for delegates. The provision of beverages, including alcohol, is permissible with evening meals up to a limit of one-third of the total cost of the meal.

22. In relation to non-residential events, lunch may be provided where it facilitates the running of the course or where alternative provision is not available. Written approval should be sought in advance from the appropriate Line Manager or Director. Beverages provided with lunches should be restricted to tea, coffee, water or fruit juice. A proforma approval form is set out in Appendix 3.
23. All hospitality expenditure should be allocated specific financial coding to assist in the collation of management information and to facilitate the monitoring and control of the use of this facility.

External Hospitality

24. The provision of hospitality by the Trust to representatives of other organisations should be modest and appropriate to the circumstances. In all instances, the expenditure involved must constitute good value for money.
25. Hospitality should not be offered solely as a return gesture or be automatically recurrent on a regular basis unless circumstances indicate that it is appropriate to do so. The use of public monies for hospitality purposes at conferences and seminars should be carefully considered. The Trust needs to be able to demonstrate good value in committing public funds. Written approval should be sought in advance from the appropriate Line Manager or Director. A proforma approval form is set out in Appendix 3.
26. Expenditure on external hospitality should be clearly identified as such and charged to a specific hospitality expense code.

Other Circumstances

27. If situations arise that are not covered by the foregoing guidance, prior approval should be sought from the Chief Executive or Director of Finance before hospitality is provided and such approval should be formally documented.
28. It is recognised that there may be cases when, in the interests of the service, flexibility in interpretation of the rules may be necessary. Prior approval for such situations should be obtained in writing from the Chief Executive. Any request for approval of such instances should state why the request falls outside the boundaries of what is normally allowable and why it is considered necessary to provide such hospitality.

Authorisation and Approval of Hospitality

29. The purchase of gifts and hospitality should follow the Trust's normal procurement procedures and should comply with the requirements of mini-code.

30. Notwithstanding those circumstances indicated above where specific approval is required from the Chief Executive or Director of Finance, authorisation for, and approval of, hospitality expenditure should be obtained in accordance with the Trust's Schedule of Delegated Authority.
31. **Appropriate approvals should be obtained prior to the hospitality being provided. The provision of external hospitality should have the approval of the relevant Director and be of the form contained in appendix 3.**

Provision of Gifts or Awards

32. Occasionally the Trust may wish to make a small presentation to speakers or other volunteers in acknowledgement of services provided to the Trust. Such gifts or awards should be of a token nature. Prior approval for the provision of gifts or awards is required from the appropriate Line Manager and such approval should be formally documented.

Equality Statement

The Policy has been drawn up and reviewed in light of Section 75 of the Northern Ireland Act (1998) which requires the Trust to have due regard to the need to promote equality of opportunity.

In line with the duty of equality, this Policy has been assessed against particular criteria.

Review of Policy

This Policy will be monitored on an ongoing basis and will be formally reviewed for effectiveness within one year from the date of implementation.

Date of Issue: September 2008
Date for Review: September 2009

Liam McIvor (Mr)
CHIEF EXECUTIVE

APPENDIX 1

THE SEVEN PRINCIPLES OF PUBLIC LIFE

Selflessness - Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family or their friends.

Integrity - Holders of public office should not place themselves under any financial obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity - In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability - Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness - Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty - Holders of public office have a duty to declare any private interests relating to their public duties and take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership - Holders of public office should promote and support these principles by leadership and example.

APPENDIX 2

PRESCRIBED MAXIMUM EXPENDITURE LIMITS FOR THE PROVISION OF HOSPITALITY.

1. Hospitality for Internal Meetings:

Maximum Limit: £5 per head.

2. Residential or Non-Residential Events Organised by the Trust:

- Lunch - £5 per delegate
- Evening Meal - £15 per delegate
- Beverages supplied with meals - one third of cost of meal.

3. Extension of Hospitality to Individuals External to the Trust:

- Lunch - £20 per Head
- Evening Meal - £30 per Head
- Beverages - one third of cost of meal

4. Provision of Nominal Gifts to Guest Speakers, Volunteers etc:

Small gifts or gift tokens may be provided to a maximum value of £50.

Where the prescribed maximum expenditure limits are exceeded for genuine business reasons (for example, the choice of venue is beyond the employees control or cheaper venues were not available) additional support may be agreed by the appropriate Line Manager or Director. This should be provided in advance and documented in the approval form.

Expenditure should be supported by receipts.

APPENDIX 3

PROFORMA APPROVAL FOR THE PROVISION OF HOSPITALITY

This form should be completed IN ADVANCE of hospitality being provided when:

- Hospitality extended for internal meetings is estimated to exceed maximum limits (currently £5 per head)
- Hospitality for non residential events is provided where alternative provision is not available.
- Where hospitality is to be offered to external representatives

1. Requesting Manager:

2. Type of hospitality proposed and appropriateness of extending hospitality:

3. The venue, scale and cost of hospitality (please refer to prescribed maximum limits):

4. Delegates/Guest List

Hospitality Approved/Declined (please delete as appropriate):

Signed

Date

*Guidance on the completion of this form can be found in the Trusts Gifts & Hospitality Policy
Completed, approved forms should be returned to the requesting manager and copied to Finance*