

Reference:	FOI.18915.25
Subject:	Electric Vehicle Charging
Date of Request:	24 November 2025

Requested:

1. In relation to the Freedom of Information Act, please could you advise as to whether your organisation has introduced and implemented a policy covering the following:
 - a. Supporting Staff with the Installation of Electric Vehicle Charging Infrastructure at their home.
 - b. Making a travel claim or any form of reimbursement for charging electrical vehicles at home (Personal or work provided) for the purpose of work-related travel.

If so, could you please provide a copy of this policy.

Response:

1. Hywel Dda University Health Board (UHB) does not have a policy for supporting staff with the installation of electric vehicle charging infrastructure at their home. However, for those staff who lease a personal vehicle through the UHB's lease scheme, the lease company can recommend companies who may provide support. When purchasing an electric charger, the company who provide this will also provide support throughout the process, from installation to aftercare.
2. The UHB does not provide reimbursement specifically for home charging. However, the costs of travel when undertaking work related journeys is reimbursed on a per miles basis in line with the Agenda for Charge (A4C) Employee Handbook and the Travel Reimbursement Policy by NHS Wales Shared Services Partnership (NWSSP). This includes reimbursement to those using electric and hybrid vehicles for work related purposes.

The UHB has applied an exemption under Section 21 of the Freedom of Information Act 2000 (FoIA) to the A4C Employee Handbook, as this is already within the public domain and is accessible by another means. A link to this has been provided below which will take you directly to webpage detailed within our response:

[NHS Terms and Conditions of Service Handbook | NHS Employers](#)

Furthermore, as the Travel Reimbursement Policy is owned by NWSSP, a copy of this policy will need to be requested. Should this be required, we recommend that you redirect your request to the Freedom of Information Team at NWSSP. Their contact details are as follows:

shared.services@wales.nhs.uk