

UK Country FAQs - BENEFITS - Allowances

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If you don't find the answer to your question, please contact the HR support on [Digital Workplace](#)

- **If the employee leaves the company will they have to repay the allowances given?**

Repayment of Allowances - If the employee leaves the Company's employment within 24 months of the move, of own volition, the Company will reclaim all monies paid, other than abortive purchase costs and temporary accommodation costs and will be entitled to offset any payments due to the employee on termination against the whole or part of the debt as set out in the Agreement Form. Any exception to this must be agreed with the HR Manager.

- **What's the disturbance allowance for relocation costs?**

Disturbance Allowance: - 10% of starting/new salary. 6.1.5 Where the total relocation costs, as described above, exceed the current tax allowance for relocation expenses, the individual will incur the personal tax liability. An upper limit will be agreed at the time of relocation/employment and will be confirmed to the individual in writing.