Management of Absence

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| **KEY DIFFERENCES** |  |
| 1. | Policy renamed – formerly Sick Absence |
| 2. | Appeals – members removed and replaced by alternative roles |
| 3. | Trigger point stated within a set review period |
| 4. | More supportive and efficient handling of long term sick cases (28 days and over) |
| 5. | Carry over of annual leave – confirmation that it is statutory annual leave that can be carried over whilst off long term sick, although no restrictions on taking annual leave whilst on long term sick |
| 6. | Commitment to ‘Dying to Work’ charter – meaning that we will never dismiss an employee who has a terminal illness, unless it is their wish |

22 August 2019