



Sickness Absence and Sick Pay Policy

This policy applies to employees of CIT. It does not form part of any employee's terms and conditions of employment and is not intended to have any contractual effect. The School reserves the right to amend this policy at any time.

Sickness Absence Notification and Certification Requirements

Teaching Staff

For absences not known in advance, the following steps should normally be taken when informing absence and upon returning to work after an absence.

Teaching staff are required to contact the designated person before 8am, or as soon as possible on the first day of absence, informing:

- the fact of their sickness absence;
- the reasons for it;
- its expected duration;
- the action the employee is intending to take e.g. visiting their G.P, seeking advice from a pharmacist etc; and
- any scheduled work that needs to be completed.

When informing of their absence, teaching staff should also provide work to be carried out in their classes. The designated person will arrange cover and will then ensure that work is either handed over to the cover supervisor/supply teacher or place it on the teacher's desk where cover is to be carried out.

Teaching staff must contact the designated person on each day of absence (unless covered by a fit Note) to ensure that appropriate work is being set for the classes. The designated person arranging cover will ensure that all absences in the employee's department have been covered.

In exceptional circumstances when it is not practical to contact the designated person on the first or subsequent days of absence, each department should have contingency arrangements to ensure appropriate work is being set. When a member of teaching staff intends to return to work after a period of absence lasting more than one week he or she should inform the designated person on the day **before** he or she returns to work.

Absence records will be kept by HR who will provide statistics for the Headteacher and the Governing Body.

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Support Staff

For absences not known in advance, the following steps must be taken when informing absence and upon returning to work after an absence.

Employees are required to contact the designated person before 8am, or as soon as possible on the first day of absence, informing:

- the fact of their sickness absence;
- the reasons for it;
- its expected duration;
- the action the employee is intending to take e.g. visiting their G.P, seeking advice from a pharmacist etc; and
- any scheduled work that needs to be completed.

Support staff must contact the designated person on each day of absence (unless covered by a fit note).

Absence records will be kept by HR who will provide statistics for the Headteacher and the Governing Body.

When a member of support staff intends to return to work after a period of absence lasting more than one week he or she should inform the designated person on the day **before** he or she returns to work.

General Notification Requirements Applicable To All Staff

Text messages, e-mails or messages left with colleagues will not satisfy the School's sickness absence notification requirements and may result in any absence being deemed to be unauthorised (and may be subject to disciplinary action) and in the forfeiture of sickness payments, if any, that the employee would have otherwise been entitled to.

Notification must be by the employee him or herself unless his or her incapacity is such that this is not possible in which case the employee should authorise a family member or friend to contact the designated person.

During Sickness Absence

It is essential that employees keep the School updated on the circumstances of their absence and its estimated duration and employees are required, where they have not indicated a likely return date on the first day of their sickness absence, to telephone the School on each subsequent day of absence.

Where an employee's sickness absence lasts more than seven calendar days the employee is required to notify the designated person of the fact and provide a Medical Certificate stating that he or she is not fit for work and the reason(s) why. This is to be completed and signed by a medical practitioner and forwarded to the designated person to cover the period of absence. Thereafter Medical Certificates **MUST** be submitted within 3 working days for any continued sickness absence on a weekly basis, or at those intervals determined by the employee's medical certificate itself. Continuous medical certificates covering holiday weeks will be required if a member of staff is ill from one term to another.

Communication with the School during Sickness Absence

During any period of sickness absence employees may be required to respond to any enquiries from the School during normal working hours, to attend meetings or receive home visits from authorised School personnel to discuss their condition and to liaise with Occupational Health, where the School considers this is required.

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Arrangements for Return to Work

If an employee's doctor provides a certificate stating that he or she "may be fit for work", the employee should inform the designated person immediately. The School will discuss with the employee any additional measures that may be needed to facilitate a return to work, taking account of medical advice. This may take place at a Return to Work interview after a period of sickness absence or prior to a return to work being agreed as appropriate.

Failure to Comply With The Above

Failure to comply with the School's sickness absence notification and certification procedures above may result in rendering the employee's absence unauthorised and hence subject to disciplinary action which may result in the delay or forfeiture of payments for sickness absence that the employee might have otherwise been entitled to had they complied.

Requirement for Medical or Occupational Health Report

From time to time it may be necessary for the School to require the employee to be examined by and obtain a medical or occupational health report from an employee's doctor, a medical practitioner nominated by the School or an occupational health adviser to gather information about the employee's medical condition, its probable effect on the employee's future attendance at work or ability to do his or her job. Employees are required to co-operate with the School in obtaining such information and should be aware that failure to do so may constitute a breach of the terms of his or her contract of employment with the School and result in the School having to proceed with sickness absence management without the benefit of specialist advice on the basis of the existing information available.

Access to Medical Reports Act 1988

Employees have certain rights under the Access to Medical reports Act 1988. Should the School find it necessary to obtain a medical report concerning an employee's fitness for work or any other relevant matter the employee will be asked for his or her written consent. At the time of the request, the employee will be advised of his or her rights under the Act.

Managing Sickness Absence Policy

Long-term or frequent absences may, in certain circumstances, lead to the termination of the employee's employment with the School in accordance with the School's Managing Sickness Absence policy.

Statutory Sick Pay

Employees who are absent from work because of sickness will normally be entitled to receive Statutory Sick Pay (SSP) from the school provided they meet the relevant criteria.

Once the criteria have been met, SSP is not normally payable for the first three days of sickness absence, unless the employee has been absent and in receipt of SSP within the previous eight weeks. Thereafter the School will normally pay SSP at the statutory rate in force for a maximum of 28 weeks to employees who are eligible for SSP and who have satisfied the School's sickness absence and notification requirements above. The School reserves the right to withhold payment of SSP where an employee fails to follow the correct procedure.

If two periods of incapacity from work of four or more days (PIW) occur within 56 days of each other they are linked to form one PIW. Each PIW has an entitlement of 28 weeks payment and SSP is paid on a daily basis, in respect of qualifying days, which are those days normally worked.

School Sick Pay

The School also operates a School Sick Pay Scheme in accordance with the national conditions of service for teaching staff and the national conditions of service for National Joint Council (NJC) staff. All payments made under this Scheme will include SSP payments where they fall due.

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Teaching Staff:

Teaching staff are entitled to the following sick pay in respect of bona fide sickness absence notified and certified in accordance with the required procedure set out above:

During the first year of continuous service	Full Pay for 25 working days and after completing 4 calendar months' service, half-pay for 50 working days
During the second year of continuous service	Full pay for 50 working days and then half-pay for 50 working days
During the third year of continuous service	Full pay for 75 working days and half-pay for 75 working days
During the fourth and subsequent years of continuous service	Full pay for 100 working days and half-pay for 100 working days

For the purposes of the above scheme:

- “working days” means teaching and non-teaching days within “directed time” or in the case of a Head-teacher, normal working days; and
- For the purposes of the above scheme, a “year” is deemed to be a rolling 12-month period.

The above entitlement will be pro-rated for part-time employees.

Support Staff:

Support Staff on NJC Conditions for Local Government Services are entitled to the following sick pay in respect of bona fide sickness absence notified and certified in accordance with the required procedure set out above.

During the first year of continuous service	1 month's full pay and after completing 4 months service, 2 months half-pay
During the second year of continuous service	2 months full pay and 2 months half-pay
During the third year of continuous service	4 months full pay and 4 months half-pay
During the fourth and fifth year of continuous service	5 months full pay and 5 months half-pay
During the sixth and subsequent years of service	6 months full pay and 6 months half-pay

For the purposes of the above, one month means the employee's normal working days over the period of a calendar month. The above entitlement will be pro-rated for part-time employees.

The employee's length of service for the above purposes will be calculated from the first day of sickness absence.

For the purposes of the above scheme, a “year” is deemed to be a rolling 12-month period.

The calculation of School Sick Pay will take into account any previous payments of School Sick Pay made in the year (as defined above in relation to Teaching and Support Staff) immediately before the first day of the current sickness absence.

Employees should claim any Social Security sickness benefits such as invalidity or incapacity benefits to which they may be entitled and are required to notify the School of any such payments which the School will deduct from the employee's School Sick Pay.

The rules of the School Sick Pay Scheme do not imply that termination of employment may not take place before payment of School Sick Pay has been exhausted.

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Sickness Absence And Disciplinary Or Grievance Or Performance Issues

The School reserves the right to suspend any or all payments of sick pay where the timing of the sickness absence for such reasons e.g. stress, depression, anxiety etc. coincides with any disciplinary or performance or grievance issues. So if you are at work or have disciplinary or performance issue/investigation and/or hearing or any adverse decision has been received and you then go “sick” with stress, depression, anxiety etc., sick pay may be suspended until management is satisfied that the illness was not in any way triggered by any of the matters above i.e. that the medical condition or absence was not causally or temporally related.

Sickness Absence And Annual Leave

While it is recognised that during a period of sickness absence, time away from home, for example, going on holiday or visiting family may be therapeutically helpful, you are required to seek prior approval from the School. A decision to take time away from home during a period of sick leave without giving prior notice to the School may result in a loss of your Occupational Sick Pay during that period.

If during that period you would prefer not to be required to respond to school enquiries, attend meetings or receive home visits, we can discuss treating this period as annual leave or unpaid leave, at the School’s discretion.

Please note that the requirements in your employment contract regarding requesting annual leave will continue to apply during any period of sickness absence.

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