

Sickness and Absence Policy

1. INTRODUCTION

This policy is designed to assist the Company in effectively managing sickness-related and other staff absence. The Company recognises the importance of ensuring that employees are supported through any periods of absence and their subsequent return to work. Through an effective Sickness and Absence Policy, the Company will be better positioned to identify any potentially unsafe work practices, any issues affecting employee morale, and any other underlying problems employees may be facing.

Any and all information provided by employees to the Company about their health (including, but not limited to, forms and medical records) will be collected, held, and processed lawfully and in accordance with the Company's Data Protection Policy. The Company recognises that such data is sensitive and will handle it accordingly and in accordance with employees' rights under the law.

SICKNESS

2. Notification of sickness

- 2.1 If an employee is unable to come to work for any reason, they must inform the Company by contacting your supervisor at least 4 hours before the time they would normally be due to start work on the first day of absence.
- 2.2 Employees should speak to their manager personally, i.e., calls on the employee's behalf from a friend/partner/parent and texting or emailing the manager will only be acceptable in exceptional circumstances.
- 2.3 The employee should indicate the reason for their absence, its likely duration, and when the illness started.
- 2.4 In the event that the employee's absence continues for a number of days or weeks, they must maintain regular contact with the Company to keep the Company informed of the reasons for their ongoing absence and the date when they expect to be able to return to work. In such cases, the employee should specify how the Company can contact them, if necessary, ideally leaving a landline number on which they can be contacted.

3. Certification of sickness

- 3.1 All periods of absence through sickness must be certified by the Company's sickness self-certification form. The completed form should indicate actual days of sickness, even if they include days when the employee would not normally have worked (e.g., weekends and public holidays).
- 3.2 For sickness absences of up to 7 calendar days (inclusive of weekends), the self-certification form should be completed by the employee upon their return to work and handed to your supervisor who will pass this to HR for payroll and recording purposes.
- 3.3 For sickness absence of more than calendar days, the employee must also provide a medical certificate also referred to as a "fit note" which you will get

from your GP.. This will provide the Company with more information about the employee's condition and let the Company know whether the employee's GP or medical provider considers that they are not 'fit for work', or 'may be fit for work taking account of the following advice'. Subsequent medical certificates must be produced as necessary to cover the total duration of the period of absence. As a minimum, employees should contact their manager on a weekly basis to provide an update on the injury or illness.

4. Long-term and persistent absence

- 4.1 The Company will treat as long-term absence any period of extensive absence due to serious or significant illness over a prolonged period. Persistent absence may consist of a series of unconnected short-term illnesses. Where the Company is of the opinion that a period of absence is long-term, it will inform the employee of such and:
 - 4.1.1 require that the employee keep in regular contact with the Company, at such intervals as agreed between the Company and the employee; and
 - 4.1.2 ensure that the employee is kept informed as to any possible threat to their employment.
- 4.2 The Company reserves the right to request a home visit where the illness is long-term. The purpose of the visit will be to discuss possibilities for a return to work and to discover whether the Company can assist in facilitating this.
- 4.3 The Company will treat a series of unconnected short-term illnesses as persistent absence.
- 4.4 It may be necessary in incidences of long-term or persistent absence to treat the matter as an issue of capability or conduct. In such circumstances the Company will:
 - 4.4.1 investigate the absence through "Return to Work Interviews" and the obtaining of medical reports;
 - 4.4.2 set time limits on the assessment of the employee and keep them informed of such;
 - 4.4.3 consider adjustments to the job in order to facilitate a return to work or to allow the employee to do their job more easily, for example, the implementation of flexible working arrangements;
 - 4.4.4 consider whether the illness amounts to a disability. Where it is found to do so the employee shall fall under the scope of the Company's Equal Opportunities and Diversity Policy and the Company shall make such reasonable adjustments as are necessary; and
 - 4.4.5 keep the employee informed in all the circumstance of any threat to their employment.
- 4.5 Where the Company requires medical reports relating to an absence it will either:
 - 4.5.1 request that the employee undergo an independent medical examination with the Company appointed doctor, Occupational Health Service or
 - 4.5.2 obtain a report from the employee's doctor, subject to employee consent.

In either case, the employee may refuse to attend or refuse to consent to the release of a medical report, or request that corrections are made. Employees are reminded, however, that any decision regarding their future which could result in dismissal will be taken on the basis of the information available to the Company.

- 4.6 The Company will hold all medical reports and related information obtained under Clause 4.5 as private and confidential and all such information will be handled in accordance with the Company's Data Protection Policy.
- 4.7 The Company stresses that dismissal will only ever be taken as a last resort. However, where the absence is found to be a matter of misconduct, the employee will be subject to the Company's Disciplinary Procedures.

5. Sickness which occurs whilst the employee is on holiday

- 5.1 Where an employee is incapacitated through sickness or injury during any period of pre-booked holiday (whether in whole or in part), the Company will, subject to the correct notification and certification, allow the employee to transfer to sick leave and take replacement holiday at a later date. This policy is subject to the following conditions, which will be strictly applied:
 - 5.1.1 The total period of incapacity must be fully certificated by a qualified medical practitioner where it exceeds 7 days;
 - 5.1.2 The employee must contact their Supervisor or HR Manager (in person and by telephone if possible) as soon as they know that there will be a period of incapacity during the holiday; and
 - 5.1.3 The employee must confirm in writing to HR Manager no later than 3 days after returning to work how much of the holiday period was affected by sickness or injury and the amount of leave that the employee wishes to take at another time.
- 5.2 Any requests for replacement holiday must be made in accordance with the Company's holiday policy, and the employee should try to take the replacement holiday in the holiday year in which it was accrued. Where this is not possible, the Company will allow the employee to carry forward the leave into the next holiday year.
- 5.3 The Company may require the employee to take all or part of their replacement holiday on particular days to be specified by the Company.

6. Return to Work Interviews

After any absence due to sickness, the Company shall decide whether the employee is required to attend a return-to-work interview with Supervisor/HR manager in order to:

- 6.1 ensure the employee's fitness to return to work;
- 6.2 agree any necessary actions required to facilitate the employee's return to work;
- 6.3 ensure the proper certificates (e.g., Fit Note) have been completed/obtained in respect of the entire period of absence; and
- 6.4 discuss any problems that may exist.

At the return-to-work interview, employees may be set reasonable targets and time limits for an improvement in attendance. A failure to improve may result in disciplinary action.

SICK PAY

7. Statutory Sick Pay (“SSP”)

- 7.1 SSP is available to all eligible employees regardless of their earnings and is payable from the first full day of sickness absence.
- 7.2 Employees must use the company’s sickness self-certification form, or a GP provided Fit Note to provide the Company with details of their illness.
- 7.3 The present weekly SSP rate can be found on relevant government websites such as HMRC and Gov.uk.
- 7.4 The Company will record all details of SSP payments made to employees in conjunction with legal requirements.
- 7.5 Where the Company is not required to pay SSP or SSP comes to an end, the Company will provide the employee with Form SSP1 to support the employee’s claim for Employment and Support Allowance.

8. Company Sick Pay (“CSP”)

- 8.1 The Company does not operate a company sick pay scheme.

9. Elective and/or Cosmetic Surgery

- 9.1 Elective surgery is surgery that is not considered to be medically necessary. This includes cosmetic surgery, defined as the enhancement of appearance through surgical and medical techniques, e.g., face-lifts or breast implants. It also includes other non-urgent medical procedures such as laser eye treatment or vasectomies although this is not an exhaustive list.
- 9.2 In the event that the outcome of the elective surgery is unexpected and the employee suffers an injury, the Company’s normal sick pay policy will apply, following receipt of the relevant sickness certificate/fit note.
- 9.3 When an employee returns to work following an unexpected outcome of elective surgery, the Company, in line with its sickness procedure, will conduct a return-to-work interview with the employee.

OTHER ABSENCE

10. Jury Service

- 10.1 Any employee called for jury service should inform their Supervisor as soon as possible.
- 10.2 Employees called for jury service will not be paid by the Company for the period of their absence. Employees should instead claim all available allowances from the Court.

11. Public Duties

- 11.1 The Company is legally obliged to permit any employee time off to complete their public duties including, but not limited to, magistrate or school governor duties. The employee should inform their manager of their duties, meetings or rotas as soon as possible in order to allow the Company time to plan for their absence.
- 11.2 Employees carrying out public duties will not receive pay for time off taken to complete their duties.

12. Emergency, Maternity, Paternity, Parental and Adoption Leave

- 12.1 Emergency leave (time off for dependants), maternity, paternity, parental and adoption leave are all dealt with in their respective policy documents which are available from the HR Manager.
- 12.2 If employees are uncertain about any other type of absence they must ask for advice from the HR Manager. Other types of absence may be covered by separate company policies and procedures and/or by statutory rights. Unauthorised absence is likely to be treated as a disciplinary offence.

13. Trade Union

- 13.1 The Company is legally obliged to allow employees time off to carry out their trade union duties. Any time taken off will be paid unless the carrying out of such duties occurs outside working hours.

14. Reservists

- 14.1 Employees are requested to inform the Company through their line manager as soon as possible that they are, or intend to become, reservists. This request is put in place in order to allow the Company to deal with the practical implications and reservists who do this will not be disadvantaged in any way.

15. Work Arrangements When Absent

- 15.1 Where an employee is to be absent from work for a long period of time, they are responsible for changing their voicemail messages and calendars and for ensuring that a handover has been undertaken in relation to their work. Where an employee is unable to do this for reasons of sickness, the employee's line manager may access the employee's voicemail or calendar to ensure that clients or customers are aware of alternative contact details.

16. Monitoring

- 16.1 The Company will monitor and record levels of absence and reasons for absence.
- 16.2 All information gathered through absence monitoring under this Policy will be held and treated in confidence and will be collected, held, and processed lawfully and in accordance with the Company's Employee Data Protection Policy and Privacy Notice.