

Sick Leave Scheme - Answers to 5 Examples.

9 [revised 9 May]

Example (i) Rose

A 1. 'Ordinary illness'

A 2 In the previous 48 month period prior to this illness Rose has used 100 days of paid sick leave. She has 83 days of paid sick leave remaining [to a total of 183]

Q 3. In the previous 12 month period she has only had 31 days on full pay s[of a max of 92] she will therefore be on full pay for the month of October.

Example (ii) Bernie

A 1. 'Ordinary illness'

A 2 In the previous 48 month period prior to this illness Bernie has used 131 days of paid sick leave. She has 52 days of paid sick leave remaining [to a total of 183]. Yes she will be on paid sick leave.

Q 3. In the previous 12 month period she has already had 71 days on full pay s[of a max of 92] Therefore she has 21 days on full pay remaining after which she will move to half pay for the remaining 10 days of her sick leave absence.

Example (iii) Janice

A 1 The phrases *major physical trauma*, *major surgical intervention* and *consultant* suggest a 'Critical Illness'

A 2. In the previous 48 month period prior to this illness Janice has used 30 days of paid sick leave. She has a total of 353 days of paid sick leave remaining [to a total of 365]. Yes she will be on paid sick leave.

A 3 She has had no sick leave in the past 12 months, therefore she will be on full pay for the initial 6 months duration of this absence.

A 4 If Janice is unable to resume after 6 months she will move to half-pay which will last for up to 5 months (152 days) [following which she will progress to TRR]

Example (iv) Tim

A 1 'Ordinary illness'

A 2 No as in the previous 48 month period prior to this illness Tim has used 183 days of paid sick leave. He has therefore exhausted his entitlement to paid sick leave.

A.3 Neither full-pay or half- pay will apply. see above.

A 4 Yes, he will be entitled to TRR for the duration of this absence.

Example (v) Shane

A If Shane's illness stretches into the next school year the transition arrangements will apply and the old sick leave arrangement will pertain. Therefore the absence will be on full pay.