

## Sick Leave Scheme - 5 Examples

8 [Revised 9 May]

### Example (i)

Rose commenced a sick leave absence on 1 October 2014 due to bad flu. Her GP advised that she is to remain on sick leave for the month.[31 days]

Rose's relevant sick leave history shows that she missed:

30 days in Nov 2011,

10 days in May and 20 days in Nov 2012,

9 days in June 2013;and

31 days in Jan 2014.

Q 1 Is Rose's illness regarded as Ordinary Illness or Critical Illness?

Q 2 Is Rose entitled to paid sick leave for this absence?

Q 3 If yes, will full pay or half pay apply?

### Example (ii)

Bernie commenced a sick leave absence on 1 October 2014 due to a recurrence of vertigo. Her GP advised that she is to remain on sick leave for the month [31 days]

Bernie's relevant sick leave history shows that she missed:

30 days in November 2011,

10 days in May and 20 days in November 2012,

31 days in Jan, 28 days in February and 12 days in March 2014.

Q 1 Is Bernie's illness regarded as Ordinary Illness or Critical Illness?

Q 2 Is Bernie entitled to paid sick leave for the full duration of this absence?

Q 3 At what stage will Bernie move to half pay ?

### Example (iii)

Janice commenced a sick leave absence on 1 October 2014 following a major physical trauma which gave rise to major surgical intervention. She is advised by her consultant that she will be out of work for at least six months and possibly longer.

Janice's relevant sick leave absence history prior to this illness shows that she used up 30 days absence in total all in May 2012.

- Q 1 Is Janice's illness regarded as Ordinary Illness or Critical Illness?
- Q 2 Is Janice entitled to paid sick leave for the initial 6 months of this absence?
- Q 3 If yes, will full pay or half pay apply?
- Q 4 If Janice is unfit to resume at the end of the six month period and remains on sick leave what will happen her pay ?

### Example (iv)

Tim aged 55 who has just started his 35<sup>th</sup> year of teaching has had a number of health related absences in recent years. He commenced a further sick leave absence on 1 October 2014 following a hip replacement. His GP advised that he is to remain on sick leave for 3 months.

Tim's relevant sick leave history shows that he missed:

30 days Jan, 10 days in May and 20 days in Nov 2012,

31 days in Jan 2013,

31 days in Jan, 28 days in Feb, 12 days in March and 21 days in April 2014.

- Q 1 Is Tim's illness regarded as Ordinary Illness or Critical Illness?
- Q 2 Is Tim entitled to paid sick leave for this absence?
- Q 3 If yes, will full pay or half pay apply?
- Q 4 If no, will Tim be eligible for Temporary Rehabilitation Remuneration (TRR)

### Example (iv)

Shane has been absent on sick leave from 1 June 2014 following a hip replacement. His only previous sick leave absence was in 2013 when he was out for 4 months when he had his other hip replaced

Shane is trying to figure out at what rate he will be paid in September next, when the new scheme commences if he is not back in school by then. What is your view ?

\*Relevant sick leave means sick leave used in the past 4 years