

Sickness Absence and Annual Leave

Gill has been off sick for 8 months with a stress related illness. She is due to go on a holiday to Spain for 2 weeks which has been booked for over a year.

Can she go?

As long as the holiday is not detrimental to her condition or will not worsen it, then Gill can go on her holiday. Gill would need to book leave in the normal way, through her line manager so that any occupational health/welfare appointments can avoid those dates.

What should her manager do?

Gill's manager should agree her leave and enter it onto Vision in the normal way. They should also update her leave card so that the ten days can be taken from her leave entitlement.

What will Gill get paid?

If Gill is in pay she will be paid as normal for this time but it will not count as sick days. If she is in nil or half pay, she will receive her normal pay for the days that she is on leave. Effectively Gill will come off of sickness for the period of leave and then return to it following her holiday assuming that she is still unfit.