

The Educational Institute of Scotland

Occupational Sick Pay: Attendance Management Policies

Background

- 1.1 The following resolution was approved by the 2012 Annual General Meeting:

"This AGM instructs Council to investigate the threat to occupational sick pay as a result of attendance management practices and to campaign and issue advice to members as appropriate."

- 1.2 Correspondence was sent to Branch Secretaries in FE Colleges and to Local Association Secretaries in October.

Responses

- 2.1 5 LA Secretaries responded. None indicated an issue. 2 FE Branch Secretaries responded. No issues were identified.
- 2.2 The motion has been presented by Glasgow Local Association. In discussion with the LA Secretary it emerged that Glasgow City Council had provision in the Council's disciplinary procedure to suspend sick pay entitlement as part of an attendance management process rather than arising from a breach of notification measures.
- 2.3 It appears that Glasgow is in potential breach of SNCT provisions as sick pay is a national matter set out in Part 2, Section 7 of the Handbook

Conclusion

- 3.1 The Committee has progressed this motion by writing separately to the Local Association in question.