

To: SOCIAL WORK COMMITTEE		Subject: EXTENSION OF HALF PAY PERIOD OF SICKNESS ABSENCE ENTITLEMENT
From: DIRECTOR OF SOCIAL WORK		
Date: 19 DECEMBER 2002	Ref: RP/AD/MY	

1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. To advise committee of the Social Work Department's intention to extend the half pay period of sickness absence for a period of 6 months in respect of a member of staff who is suffering from a terminal illness.

2. BACKGROUND

- 2.1 A member of Staff, who has worked within the Department for over 12 years has been diagnosed with a terminal illness.
- 2.2 The employee's half pay period of sickness entitlement is due to cease in the very near future and a request was made to the Department by the employee's husband, who is now the main carer, for an extension to be granted to the half pay period of entitlement on the grounds of hardship.
- 2.3 In the circumstances involved the Department is keen to support this request and would wish to extend the employee's half pay period of sickness entitlement for a further 6 month period.
- 2.4 In this respect a discussion was held with Personnel Services Department and the request to extend the employee's half pay sickness entitlement for a period of 6 months was agreed in principal on the basis that this was an exceptional circumstance and as such not intended to establish any precedent. Future requests of this nature would require to be reviewed on a case by case basis.

3. RECOMMENDATIONS

- 3.1. The Committee is asked to support the decision made by the Department to extend the period of half pay sickness entitlement for 6 months.



Jim Dickie
Director of Social Work
18 December 2002

For further information on this report please contact Adrienne Henry Co-ordinator -, Personnel
 TEL: (01698 332030)