

JS/10/12

14 January 2010

Dear Colleague

ABSENCE DUE TO WORK RELATED INJURY / ILLNESS

The application of Paragraph 6.21, Part 2 of the SNCT Handbook has been the subject of discussion within the SNCT Conditions of Service Working Group.

The paragraph in the Handbook encapsulates the intention of the SNCT, that ill health arising from work related illness or injury should be treated separately from sickness allowance. The paragraph, however, requires further amplification on the process, particularly in relation to a work related illness.

A council's Medical Officer, or Occupational Health specialist, will be asked to provide a report to the council. The OH specialist provides advice but has no authority to determine the council's position. That is for the council to determine.

It should be noted that the classification of illness as work related does not establish liability. It is a recognition, on the medical evidence available, that an individual's health has been affected by their working situation. The classification merely confirms the medical evidence. It does, however, require action by a council to establish the circumstances of the matter.

Paragraph 6.21 is a matter of classifying and recording absence from work and the SNCT is clear that it is intended to cover both illness and injury which arise from the workplace.

Yours sincerely

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