

24 February 2021

JS/21/82

COVID-19 Sickness Absence – Letter of Advice

Dear Colleague

The SNCT is considering sickness absence leave and pay entitlement for illness due to Covid-19 and to the illnesses and conditions arising from “Long Covid”. Until a new provision is agreed the following advice is given.

In addition to existing sickness absence provisions, the SNCT has recommended that there should be an extension to sick pay entitlement for all employees suffering from Covid-19 related illness.

In such situations the extant provision under paragraph 6.36, Part 2 of the SNCT Handbook should be applied and the period of sickness allowance should be extended.

Long Term Medical Conditions

6.36 Where an employee is suffering from a long term medical condition, the council should give careful consideration to extending the period of sickness allowance, particularly when the prognosis is that he/she will be able to return to work or where the illness will bring the employee under the terms of the Equality Act 2010. The medical officer acting on behalf of the council should obtain evidence from the employee’s medical adviser to help the council reach a decision.

Yours sincerely

Simon Cameron (Employers’ Side)
Louise Wilson (Teachers’ Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries

COSLA
Verity House
19 Haymarket Yards
Edinburgh
EH12 5BH
T: 0131 474 9261
E: simonc@cosla.gov.uk

Teachers’ Panel
46 Moray Place
Edinburgh
EH3 6BH
T: 0131 225 6244
E: lwilson@eis.org.uk

Scottish Government Learning Directorate
2B North Victoria Quay
Edinburgh
EH6 6QQ
T: 0131 2440230
E: Stephanie.walsh@gov.scot