

FOI 3228

6th August 2025

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

A copy of the Southern HSC Trust sickness policy.

Response:

Please see attached Trust policy and procedure relating to the Management of Sickness Absence.

If Occupational Health recommend Phased Return following a period of sickness, do you return to work at full pay for the period of phased return. Is there a policy for same and can I have a copy of same?

Response:

Yes, in circumstances where Occupational Health advise that an employee returning from long-term sickness absence should return on a rehabilitation programme involving reduced hours, the employee should receive their normal full pay for up to a maximum of 6 weeks following the return to work, based on contracted hours. Please see attached Trust policy and procedure relating to the Management of Sickness Absence.

**Are staff allowed paid leave from work to attend medical appointments?
Is there a policy about same and if so please provide copy.**

Response:

There are a range of options in place for staff to ensure that they have adequate time off to attend medical appointments. The options are detailed in the Trust's Time off Work policy. See pages 5-8.

Are staff allowed bereavement leave? Please provide copy of policy.

Response:

Yes, this is included in the Trust's Time Off Work policy.

Are staff allowed compassionate leave? Please provide copy of policy

Response:

Yes, this is included in the Trust's Time Off Work policy.

Is there policy about attending funerals?

Response:

Yes, this is included in the Trust's Time Off Work policy.

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