



RADLEY

Dons' Sick Pay and Absence Procedure

October 2025

Dons' sick pay and absence procedure

In accordance with Clause 7 of the Contract of Employment, a Teacher may be entitled to receive College Sick Pay in the event of absence from work through sickness, injury, or other disability (incapacity).

During such absence, and on the basis of the Schedule of College Sick Pay set out below, the Council will pay the Teacher a sum equal to full salary (which will include Statutory Sick Pay where applicable).

Schedule of College Sick Pay

Sick Pay will be paid on the above basis for the following periods:

- a) During the first year of service - full pay for 5 working weeks and after completion of four calendar months service half pay for 10 working weeks.
- b) During the second year of service - full pay for 10 working weeks and half pay for 10 working weeks.
- c) During the third and subsequent years of service - full pay for 15 working weeks and half pay for 15 working weeks.

The periods referred to above shall be the maximum payable in connection with any one cause of absence.

The Council may, at their entire discretion, make additional ex gratia payments over and above those set out in the schedule above in case of extended illness, or for other just or urgent cause.

Nothing mentioned above shall override the statutory right of a Teacher to receive Statutory Sick Pay under the appropriate regulations in force from time to time.