

Health and Wellbeing Policy

Stiffkey Parish Council strives to support its employees in as many ways as possible to encourage good health and wellbeing.

Employees will be supported, where practically possible with health issues that are affecting their attendance and work, this may be through reasonable adjustments or the provision of specialist equipment. This assistance will be on a case-by-case basis and will always be the statutory minimum.

Paid time off is granted for other wellbeing activities such as flu vaccinations, personal health checks and eye tests for VDU users.

Sickness

If you are unwell, entitlement to sick pay is determined by length of service, as detailed:

- During first four months of service – one month's full pay
- During first year, after four months service – one month's full and two month's half pay
- During second year of service – two month's full and two month's half pay
- During third year of service – four month's full and four month's half pay
- During fourth and fifth years of service – five month's full and five month's half pay
- After five years' service – six month's full and six month's half pay

Family friendly policies

Stiffkey Parish Council recognises the need for flexibility when time off is required. We offer paid time off for maternity leave, paternity leave and adoption leave in line with statutory legislation. We also offer paid time off in dealing with any emergency involving a dependent. A dependent includes a spouse, partner, child, grandchild, parent or someone who depends on you for care.

Stiffkey Parish Council also operates a compassionate leave scheme. This entitles employees to a paid two week absence on the death of a dependent or, after discussion with the Parish Council, an emergency that requires an extended absence.

Adopted 25th March, 2024

Next Review March 2025