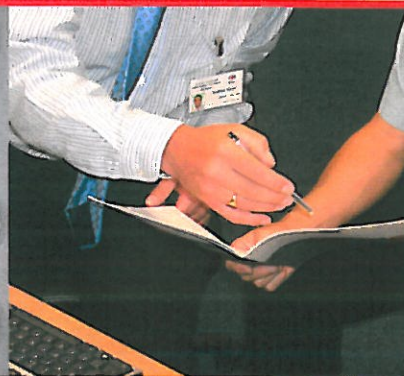




**Isle of Man
Government**

Reilrys Ellan Vannin



Elective Surgery

Isle of Man Civil Service Policy

Civil Service Commission

ELECTIVE SURGERY

Consideration has been given to the status of absences from work where staff have chosen to undergo surgery of their own accord, for example vasectomy, female sterilisation, various types of cosmetic surgery etc.

The length of the absence will depend on the nature of the surgery and the circumstances of the individual. Therefore, management discretion will need to be exercised paying regard to individual circumstances. But in the interests of consistency and following consultation with the Chief Officers Group, the following guidance is issued: -

- a) Where staff produce a medical certificate advising that they should refrain from work; a statement from their doctor confirming the surgery is being carried out on medical advice or a certificate of hospitalisation, such absences should be treated as normal sick leave with pay.
- b) Where the absence is of a short duration e.g. less than 5 days, consideration should be given to the appropriateness of annual leave or special leave (either paid or unpaid) subject to any overall limits which may obtain.

It would be appreciated if you would ensure that all those managers in your authority with the power to exercise management discretion in such matters are made aware of the foregoing guidance.

In the event that queries arise in regard to the status of absences, advice should be sought from the Office of Human Resources.