

PROPOSED AMENDMENT TO CS REGULATIONS

Ref:	C S Regulations 13-005
Re:	Regulation E12 Referral to the Civil Service Commission's Occupational Health Practitioner
Proposal:	To include reference to the Management of Sickness Absence Policy and Guidance (in particular 4.6.2 & 4.6.3) in relation to short term self-certificated sick absences and continuous sick leave in excess of 4 to 6 weeks.
Existing Regs:	<p>12. Referral to the Civil Service Commission's Occupational Health Practitioner</p> <p>The Accounting Officer should consider whether the matter should be referred to the Civil Service Commission to arrange for the civil servant to be seen by the Occupational Health Practitioner using the procedure set out in <u>Annex E 4</u> to these Regulations.</p> <p>The reasons for requesting a referral to the Civil Service Commission's Occupational Health Practitioner may include:-</p> <ul style="list-style-type: none"> i) short term self-certificated sick absences in excess of ten working days in any period of twelve months or ii) regular absences on certified sick leave iii) where there is a medical condition that may lead to premature retirement on the grounds of permanently impaired health in accordance with the provisions of <u>Section B</u> of these regulations or iv) continuous sick leave in excess of 4 to 6 weeks, however each case should be considered separately, if concern exists for a civil servant within this period, a medical referral should be made sooner. (If a manager is in any doubt, further guidance is available from the HR Advisers in the Office of Human Resources).
Proposed Amendment:	<p>12. Referral to the Civil Service Commission's Occupational Health Practitioner</p> <p>The Accounting Officer should consider whether the matter should be referred to the Civil Service Commission to arrange for the civil servant to be seen by the Occupational Health Practitioner using the procedure set out in <u>Annex E 4</u> to these Regulations.</p> <p>The reasons for requesting a referral to the Civil Service Commission's Occupational Health Practitioner may include:-</p> <ul style="list-style-type: none"> i) short term self-certificated sick absences in excess of ten working days in any period of twelve months- (<u>see the Management of Sickness Absence Policy and Guidance at 4.6.2</u>) or ii) regular absences on certified sick leave

	<p>iii) where there is a medical condition that may lead to premature retirement on the grounds of permanently impaired health in accordance with the provisions of <u>Section B</u> of these regulations or</p> <p>iv) continuous sick leave in excess of 4 to 6 weeks, however each case should be considered separately, if concern exists for a civil servant within this period, a medical referral should be made sooner. (If a manager is in any doubt, further guidance is available from the HR Advisers in the Office of Human Resources). (<i>See also the Management of Sickness Absence Policy and Guidance at 4.6.3</i>)</p>
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Agreed and authorised by Joint Secretaries of JNC – n/a providing consistency with the agreed Management of Sickness Absence Policy & Guidance

~~for GOA~~ Date

~~for CSC~~ Date

I authorise the above amendment to be incorporated in the Civil Service regulations and to be uploaded on to the intranet.

An IOM Government All Staff notice prior to implementation is* / is not* required (please delete as appropriate)

Signed 

Head of Industrial Relations and Policy Section

Instruction for implementation:

Passed to A. Mcfee

By A. Haxby Date 8/5/13

Date regs updated 9/5/13 AH

Previous regulation amendment reference (if any) :	
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