

22 June 2021

SNCT 21/79

COVID-19 Self-Isolation During Annual Leave and Compensatory Days

Dear Colleagues

Section 6.34 of Part 2 of the SNCT handbook covers situations where an employee is prevented from attending the workplace because of contact with an infectious disease. It notes that this absence should be paid and not be reckoned against entitlement to sickness allowance.

Section 6.37 covers compensatory leave for annual leave in situations where a teacher has certified sickness absence as set out in paragraphs 6.26 to 6.32.

Self-isolation as directed by UK and Scottish Government COVID-19 mitigation measures is clearly covered by section 6.34. However, it is the view of the Joint Secretaries that the restrictions on an individual when self-isolating are like those of illness which results in the person being unable to socialize and undertake many forms of recreation. It is recommended therefore the provisions in section 6.37 should be considered for periods of self-isolation related to COVID-19. This is recommended because of specific characteristics of self-isolation during the coronavirus pandemic. It does not create a precedent for other diseases where section 6.34 might apply. It is accepted that the strict nature of self-isolation is a public health instruction rather than an employer requirement.

It is recommended that where a teacher or music instructor is required to self-isolate due to contact with Covid-19, and this has severely limited the ability to socialize and for recreation, the employee will accrue compensatory leave as set out below:

- For every 5 days of annual leave within the self-isolation period the employee will accrue 2 days of compensatory leave. This is subject to a maximum credit of 8 such days accruing in any one leave year.
- In agreement with the council, this compensatory leave shall be taken by the employee following his/her return to work. The timing of this leave is subject to the overriding needs of the service.
- This provision comes into effect from **11 August 2020**. Employees can make a claim for compensatory days accrued retrospectively.

Yours sincerely

Simon Cameron (Employers' Side)
Louise Wilson (Teachers' Panel)
Stephanie Walsh (Scottish Government)

Joint Secretaries

To: Chief Executives
Directors of Education
Directors of Personnel
Directors of Finance
LNCT Joint Secretaries