

COMPASSIONATE and SPECIAL LEAVE PROCEDURE

1. Our Policy

- 1.1 Luton Borough Council recognises and values the welfare, skills and experience of employees and is committed to supporting employees with compassionate and special leave arrangements including approved absence for religious observance.
- 1.2 Managers have a responsibility to consider and respond reasonably and sensitively to all requests from an employee for compassionate and special leave or time off for religious observance. However, it must be appreciated that a manager's priority must always be to ensure effective service delivery.
- 1.3 This policy sets out guidance surrounding granting time off for those employees who wish to undertake public duties (as defined within section 50 of the Employment Relations Act 1996).
- 1.4 The Council acknowledges the valuable contribution that many employees make to enhancing the community by performing volunteering activities (other than those public duties defined within section 50 of the Employment Relations Act 1996.) The Council will try to accommodate any member of staff who takes on volunteering activities by making available the ability to use flexitime, time off in lieu, unpaid leave or annual leave. When considering requests for time off to carry out these extra duties managers must consider the impact on colleagues and service provision.
- 1.5 Employees may make more than one type of special leave request in any one leave year; however a manager has the right to refuse requests if services are adversely affected.

2. Purpose of the Procedure

- 2.1 The purpose of this document is to outline the procedure to be followed and is to ensure that all employees are treated fairly and equitably by the Council.
- 2.2 It is not the intention that part-time staff should have more favourable leave, paid or unpaid entitlement than full-time staff. Periods of leave are granted on a pro rata basis; determined by the number of hours or days worked in relation to the normal working week.
- 2.3 The entitlements in this policy include the statutory right to request reasonable time off.

3. Scope of the Procedure

- 3.1 The following procedure applies to all employees other than staff in schools with delegated budgets. The position held by an employee within the Council does not affect their right to access this procedure.
- 3.2 Employees who hold specified public positions have a statutory right under the Employment Rights Act 1996 to reasonable time off work to carry out their duties. This statutory right is not for paid time off. Where the Council offers paid time off this will be clearly stated.

- 3.3 This procedure does not cover annual leave or flex leave that are contained in separate procedures.
- 3.4 This procedure does not cover maternity leave, paternity leave, adoption leave or shared parental leave as this is covered in the Maternity Scheme, the Paternity Scheme, the Adoption Scheme and Shared Parental Leave Scheme.
- 3.5 Paid time off for any other reasons will only be granted in exceptional circumstances and with the approval of the Head of HR and Monitoring Officer.
- 3.6 Where qualifying service is required before accessing certain leave this will be stated, otherwise employees are entitled to access these provisions from the commencement of employment.
- 3.7 Where eligible leave amounts are quoted they, unless stated otherwise, relate to the maximum amount that may be taken in any single leave year. A leave year runs from 1st April until the 31st March.

4. Responsibility of Employees

- 4.1 It is the responsibility of every employee wishing to apply for leave covered by this procedure to apply for and where possible obtain authorisation for that leave in advance.
- 4.2 Before making a request for special leave employees must consider the impact of the request on their colleagues and the Councils ability to deliver its service priorities.
- 4.3 In all cases where unpaid leave is granted the employee has equal responsibility with Luton Borough Council to ensure that the appropriate deductions are made from salary.
- 4.4 Any employee making false or inaccurate claims for leave or time off under this Procedure may be subject to disciplinary action.

5. Extended Annual Leave

- 5.1 The scheme for extended leave would only apply to employees with at least one year's continuous service at the time of the request.
- 5.2 Extended leave applies where an employee wishes to take more than three working weeks away from the workplace on one occasion.
- 5.3 Extended leave should only be taken by prior agreement with the Head of Service; and except in cases of emergency or in exceptional circumstances requests for extended leave should be made in writing at least six months prior to the date of commencement of such leave.
- 5.4 The employee should take at least three weeks from their annual leave entitlement (it should be noted that some employees will have annual leave entitlement in excess of 4 weeks) and the remainder may be given as unpaid leave. Employees may be able, with the prior written agreement of their Head of Service, to "bank" annual leave from their previous annual leave year, or time-off in lieu from the preceding months for this purpose only.

- 5.5 Extended leave should only be allowed once in every three year period.
- 5.6 Extended leave should wherever possible be taken outside the main holiday periods e.g. July, August and Christmas.
- 5.7 The maximum period allowed for extended leave is six weeks.
- 5.8 If an employee who has taken extended leave is delayed in the country they have visited for any reason e.g. strikes (in either Country), natural disasters, mechanical faults in transport, sickness etc they are required to maintain regular communication with their manager.
- 5.9 If an employee fails to return to work on the expected date due to sickness please refer to the Council's Sickness Absence Procedure.
- 5.10 The employee should be advised in advance that failure to return to work on the expected date will be considered a serious matter and may affect consideration being given to any future requests.

6. Bereavement Leave

- 6.1 Heads of Service are authorised to grant up to 7 days paid leave of absence on the grounds of family bereavement in line with the following formula:
- 3 days paid leave on the death of a member of the **immediate family** (e.g. spouse, partner, parent, child, brother, sister or legal guardian)
 - 1 days paid leave for other members of the **family** (e.g. grandparent, grandchild, aunt, uncle, niece, nephew, in-laws and partners immediate family) to attend the funeral
 - A further 2 days paid leave for any employee who as **next of kin** is required to make arrangements for the funeral, estate, etc. (This does not need to be taken consecutively or in full days.)
 - When attending a funeral where there is **significant** travelling time sympathetic consideration should be given to granting a maximum of 2 additional days paid leave.
- 6.2 Employees wishing to attend family funerals abroad must ensure that they have been granted compassionate leave before leaving this country otherwise the time will be considered as annual leave or unpaid leave.

7. Leave to Care for Sick Dependants who are Chronically Sick or Terminally Ill

- 7.1 Heads of Service are authorised to grant up to 4 weeks paid leave of absence to an employee needing to care for a chronically sick or terminally ill member of their immediate family (i.e. spouse, partner, child or parent). Consideration will be given to the effect on the family of not granting the leave and the difficulties this would create for the individual.
- 7.2. A chronic disease is a long-lasting condition that can be controlled but not cured.
- 7.3. The following points should be considered when determining the best way to support the employee:

- The level of caring responsibilities required
- The likely duration of the caring responsibilities
- The prognosis of the chronically sick or terminally ill person
- Whether the family member is receiving hospice care
- The geographical location of the person requiring care in relation to the employee
- The level of support that can be offered by other family members.

7.4 A doctor's note outlining the circumstances will be required.

7.5 Consideration should be given to the use of any outstanding annual leave entitlement. Flexible working arrangements such as part-time working, working at home etc, which may assist continued employment, should also be considered where possible.

7.6 The Head of HR and Monitoring Officer will consider granting a further period of 3 months at half-pay following an examination of the circumstances.

8. Leave to Care for Dependent who is Unexpectedly Sick

8.1 It is not the intention of this procedure to grant leave under this heading for routine doctor's appointments, clinic appointments or routine childhood vaccinations or illnesses e.g. Chickenpox - these should be accommodated either by flexible working arrangements or by the taking of annual leave, flex leave or unpaid leave. This section of the procedure is for example intended to assist parents whose children are unexpectedly admitted to hospital (not a pre-planned admittance).

8.2 Heads of Service are authorised to grant up to 1 week's leave of absence on full pay and 1 week's leave of absence on half-pay, following a full examination of the circumstances.

8.3 A doctor's note outlining the circumstances will be required. Consideration may need to be given to the use of any outstanding annual leave entitlement.

8.4 Flexible working arrangements will also be considered where possible.

9. Urgent Family Leave

9.1 This is a provision allowing employees to take reasonable time off work (**unpaid**) to deal with certain unexpected or sudden emergencies and to make necessary longer-term arrangements relating to a dependant of the employee. Any employee wishing to access this part of the Procedure should first check that the circumstances are not covered elsewhere in this document.

9.2 A dependant for the purposes of this Procedure is defined as the husband, wife or partner, child (including child in foster care) or parent of the employee. It also includes someone who lives in the same household as a member of the family. In the case of illness, injury or where care arrangements break down, a dependant may also be someone who reasonably relies on the person for assistance e.g. elderly relative or elderly neighbour.

9.3 Reasonable unpaid time off will be granted to help the employee cope with the initial crisis and to make longer term care arrangements.

- 9.4 This provision is for unforeseen matters. If an employee knows in advance that they require time off, they should ask for annual leave or flex leave in the normal way. It cannot be used to provide ongoing regular care for a dependant.
- 9.5 Employees are expected to contact their manager as soon as is reasonably possible and advise them of the reason for their absence and how long they will be off work. For all periods of absence the Special and Compassionate Leave Form should be completed and passed to the Line Manager/Head of Service of the employing Directorate for approval.
- 9.6 Even in emergency situations employees should not leave their place of work without advising someone with managerial responsibility for that service and without ensuring that their workplace is safe.

10. Fertility Treatment

- 10.1 The Council will allow female employees, with their line manager's advance permission, up to a maximum of 10 days paid leave and up to 5 days paid leave for partners. Additional unpaid leave may also be requested.
- 10.2. All requests for leave for fertility treatment/investigation should be made in writing by completing the Request for Compassionate and Special Leave form. If any appointment cards are available, copies should be attached to this form.
- 10.3 Any sickness incurred because of fertility treatment will be recorded as normal sickness absence and will be recorded in accordance with the Council's Sickness Absence Procedure.

11. Maternity Support Leave

- 11.1 Heads of Service are authorised to grant up to 5 days paid maternity support leave to employees who are the nominated carer of an expectant mother at or around the time of the birth. (This amount to be pro-rated for part time employees.)
- 11.2 A nominated carer is the person nominated by the mother as their **primary** provider of support at or around the time of the birth; this could be the baby's father, a relative or someone who has a caring relationship with the mother and/or the child. Before any leave is granted a copy of the mother's certificate of expected childbirth - Form MAT B1 will be required as will a letter from the mother outlining the reasons and circumstances why the employee is going to be the primary carer.

12. Leave for Attending Antenatal Appointments

- 12.1 The right to unpaid time off to attend two antenatal appointments exists for the father or partner of a pregnant woman. The unpaid time off is limited to six and a half hours for each appointment.
- 12.2 Employees making this request must confirm:-
- that they are the expectant mothers spouse, civil partner or partner or
 - the child's father

- that the purpose for the time off is to accompany the expectant mother to an antenatal appointment
- that the appointment in question is made on the advice of a registered medical practitioner, registered midwife or registered nurse
- the date, time and location of the appointment.

12.3 Reasonable requests for unpaid time off should not be refused, however, the needs of the service must come first.

12.4 Note: The pregnant woman has the right to reasonable paid time off to attend antenatal care and this is covered in the Maternity Policy.

13. Parental Leave

13.1 Employees must have one year's continuous service with Luton Borough Council by the time they wish to take parental leave to qualify.

13.2 The parents (or adoptive parents) of children who are under 18 years old have a statutory right to apply for parental leave.

13.3 All requests must be made in writing by completing the Compassionate and Special Leave Form and attaching any relevant documentation.

13.4 Both mothers and fathers can apply for parental leave providing they are named on the child's birth certificate or have parental or guardian responsibility under the law (as defined by Section 3 of the Children's Act 1989). The parents of a child do not have to be living with the child to qualify.

13.5 Parental leave can only be taken to care for the child or to make arrangements for the good of the child.

13.6 The entitlement to parental leave is 18 weeks (in total) **unpaid** leave for each child subject to;

- A maximum entitlement of 4 weeks unpaid leave per year minus any paid entitlement that may have been obtained for a similar purpose under other sections of this Procedure. (A year is a twelve-month period commencing when an employee first becomes entitled to take parental leave in respect of an individual child.) Managers will also consider requests from employees who may wish to extend their maternity leave for a period not exceeding 4 weeks. However, the granting of such requests will be dependant on the exigency of the service. (If parental leave is granted following a period of maternity leave, this period will not count towards the required return to work period of 3 months for occupational maternity pay purposes.)
- To be normally taken in 1 week blocks at any 1 time (N.B. 1 week's parental leave is the equivalent to the length of time that an employee is normally required to work in a week. Where working patterns vary, the average working week will be calculated as a fraction for the period he/she is required to work in a year) with the exception for parents of disabled children who can take leave in days. However, in exceptional circumstances, and subject to managerial approval, consideration will be given to grant parental leave to be taken in half days at a time or in a pattern providing a reduced working week for a set period.

- To be taken after the employee has given a minimum of 7-calendar days notice unless the employee is in an emergency situation, and it can be justified to the Head of Service. Even in these circumstances the employee should not commence a period of parental leave before obtaining consent, and ensuring that their work station/place is as safe as reasonably possible before leaving it.
- Wherever possible requests for parental leave will be facilitated. However in exceptional circumstances and for operational reasons, Luton Borough Council may need to postpone approval for parental leave for a period not exceeding 6 calendar months. A postponement of parental leave may not happen where parental leave has been requested immediately after childbirth or immediately after placement for adoption.

14. Disability Leave

- 14.1 The Council will allow a reasonable amount of disability leave **both paid and unpaid** to employees who have a disability as defined under the Equality Act 2010.
- 14.2 Where the requirements of this policy are met the Council will consider up to 20 days disability leave as reasonable.
- 14.3 The ability to take disability leave follows a diagnosis of a condition that has been identified as a disability under the Equality Act 2010. Investigatory medical appointments are not covered.
- 14.4 All applications for disability leave must be booked in advance and agreed with the Head of Service, using the Compassionate and Special Leave request form. Requests for more than 20 days in a single leave year must be referred to the Corporate Director for decision. In exceptional circumstances, disability leave may be granted retrospectively.
- 14.5 Employees can only take disability leave **when they are well**. Disability leave is not a substitute for sick leave.
- 14.6 When considering what is reasonable the manager will take into account the needs of the service, the individual employee needs, the proposed duration of the treatment, the consequences to the employee of leave not being granted, the location of the appointment or treatment and the frequency of the appointment or treatment.
- 14.7 Disability leave is available for rehabilitation, ongoing assessment or treatment.
- 14.8 The following predictable absences would qualify:
- Physiotherapy;
 - Hydrotherapy;
 - Occupational therapy;
 - Hospital appointments with consultants;
 - Medical investigative procedures such as colonoscopy, endoscopy, x-ray, scans, MRIs;
 - Radiology;
 - Chemotherapy;
 - Cardiac and other rehabilitation;
 - Guide dog training;

- Sign language training;
- Individual counselling
- Group therapy sessions; or
- Cognitive behavioural therapy

- 14.9 Wherever possible, the employee should try to make appointments either early or late in the day or at the start or end of a shift to minimise disruption to the working day.
- 14.10 Some examples of disability leave are as follows:- appointments with psychiatrist, Cognitive Behavioural Therapy, group or individual counselling, art therapy. These types of sessions may be for 1 - 2 hours duration over a 12 week period. Regular assessments could be covered by disability leave e.g. someone who has been diagnosed with Cancer may be expected to have regular six monthly or annual checks. Time off to attend the appointment could be granted. Types of treatment that may be suitable for disability leave could be a course of chemotherapy or radiotherapy treatment. The time for the treatment could be recorded as disability leave.
- 14.11 Any sickness taken as a result of an individual's disability (or as a result of treatment) will be recorded as sickness absence and will be recorded in accordance with the Council's Sickness Absence Procedure in most cases as "Sickness (disability related)".
- 14.12. As with all reasonable adjustments disability leave should be regularly reviewed to ensure it is appropriate and relevant.

15. Cancer Screening

- 15.1 Paid time off will be granted for the purpose of cancer screening. Requests for paid time off have to be made in advance using the Compassionate and Special Leave Form and proof of the medical appointment is required.

16. Blood and Bone Marrow Donation

- 16.1 Paid special leave will be granted to volunteer bone marrow donors when they are called into hospital, for a period of up to one week in any one year.
- 16.2 The Council supports the principal of blood, plasma and platelet donation and where possible managers will facilitate employee's attendance in their own time e.g. lunchtime or flex time.

17. Religious Observance

- 17.1 Managers have a responsibility to respond reasonably and sensitively to any requests from an employee regarding their cultural or religious needs in accordance with the Equality Act 2010.
- 17.2 It is the policy of the Council that managers will whenever possible enable employees to participate in their religious festivals and their regular religious observance including attending prayers. Managers should use the discretion available within the rules for granting annual leave, time off in lieu, flex time and

unpaid leave to facilitate these requests. However, it must be appreciated that managers must always ensure the effective delivery of service.

17.3 Managers should as a matter of practice speak to their employees at the commencement of the leave year, or when an individual joins the department, to ascertain their religious leave requests, if any, for the coming year.

17.4 When employees seek approval for absence for a religious festival, the following must apply:

- Managers should give serious consideration to these requests.
- Managers must consider the flexible use of time off in lieu, e.g. by either allowing employees to build up time off for a religious festival by accruing and taking flex time. This to be in accordance with the flex time scheme.
- Where flex time arrangements are not available to employees, managers should ensure that employees are able to take their normal days off wherever possible in order to celebrate religious festivals through the adjustments of rotas.
- A further option is for the employee to be granted unpaid leave at the manager's discretion.

17.5 When employees seek approval for regular unpaid time off for religious observance e.g. attending prayers, the following must apply:

- Managers should give serious consideration to these requests. However, where an employee requests time off at a particularly busy time or at a time when the employee's absence would otherwise cause difficulties for the business or their department, or where the amount of time off requested is unreasonable or excessive (taking into account the needs of the business), the Council reserves the right to refuse to grant some or all of any of the time off requested.
- If the flexi system is in operation, the employee can flex in and out. They do not need to record the time as time off to pray and they do not need to document how this time will be made up. However, the rules of the flexi scheme will need to be complied with.
- Where flex time arrangements are not available to employees, managers should consider whether it is possible to adjust working patterns so that breaks can be granted at times that coincide with an employees need for religious observance or rotas could be adjusted.
- Employees may make an arrangement to take time off for religious observance and agree with their manager the arrangement for making up the lost time.
- It is the Councils policy to endeavour to grant employees reasonable time off during working hours for religious observance insofar as this is possible and practicable, taking into account the needs of the business and whether or not such arrangements might cause disturbance or disruption to other members of staff and/or their work or work patterns.

18. Fasting

18.1 Management and colleagues should recognise the importance of fasting for the individual.

18.2 Managers should consider the following in order to support colleagues:

- Flexibility in relation to starting and or finishing time.
- The opportunity to work reduced lunch hours in order to facilitate an amended start or finish time above. (A minimum break of 20 minutes has to be taken if the employee works for more than 6 hours.)

19. Study Leave

- 19.1 Employees who undertake long-term courses paid for by the Council will be eligible for study leave. The details of which are contained in the Learning and Development Procedure.

20. Time Off for Interviews

- 20.1 Internal candidates will be given paid time off to attend interviews within the Council. The time off allowed will include reasonable travelling time, the interview itself and any tests as prescribed by the interview process.
- 20.2 The employee must inform their line manager and request this time off before attending any interview or test so that the line manager can give permission and arrange cover as appropriate. The employee should also bear in mind that the demands of the service must be paramount. Time off is not allowed in retrospect.
- 20.3 Interviews with another Local Authority – the Council will permit employees on two occasions a maximum of two days paid leave for each selection process. The maximum is four working days per annum. Any further days will have to be taken as annual leave, time off in lieu or flex leave where applicable. Proof of interview will be required before time off is granted.
- 20.4 Interviews with any other employer - Time off to attend interviews with any other employer including other public sector employers (e.g. the Civil Service, Health Service, will have to be taken as annual leave, time off in lieu (TOIL) or flex leave (if applicable). If the employee has insufficient leave left as set out above, then they can request unpaid leave to attend the interview. The line manager may agree to this if the demands of the service permit it and on condition that the employee provides evidence of interview.

21. Time Off for Public Duties – Magistrates, Governors and Members of a Local Authority

- 21.1 The definition of public duties is contained in the Employment Rights Act 1996 Section (50)(1). It covers a number of duties including; member of a local authority, member of a statutory tribunal, monitoring board of a prison, member of a managing or governing body of an educational establishment maintained by a local authority.
- 21.2 The Council will allow an employee, with their line manager's advance permission, to take a maximum of 5 days paid leave, to carry out public duties with the exception of those employees who are governors where the maximum amount of paid time off is 3 days. Individuals may undertake more than one public duty; however, the Council will allow a maximum of 5 days paid leave to undertake all Public Duties. For example an employee who is a governor and a member of a statutory tribunal may take 3 days to undertake governor duties and a further two days paid leave to carry out other additional public duties. Any requests for time off over 5 days (3 for governor duties) have to be taken as flexi leave, annual leave, TOIL or unpaid leave.

- 21.3 Employees who are a member of a managing or governing body of an educational establishment maintained by a local authority (as defined in section 579(1) of the Education Act 1996) are able to take up to 3 days paid leave as time off for Public Duties. This is to undertake duties during the normal working day, e.g. panels, school visits, interviews etc. Any time requested over three days must be taken as flexi, annual leave, TOIL or unpaid leave.
- 21.4 Employees who are, or wish to become, magistrates (Justices of the Peace) will be granted up to 5 days paid leave. Any additional time that is required will need to be taken as flexi leave, annual leave, TOIL or unpaid leave. The scheduling of leave will be agreed between the employee and their line manager, taking account of both service requirements and the occasions when the employee is required to sit in court.
- 21.5 As with any request for time off from work the request for time off to undertake public duties should be made in advance and agreed by the line manager subject to the impact on service delivery.
- 21.6 When considering requests a manager should take into account whether the attendance is vital to the decision making ability of that authority or body.
- 22. Probation Boards, Court Boards and Youth Offender Panels; Board Members of Registered Social Landlords and Tenant Management Organisations**
- 22.1 Employees who undertake or wish to undertake one of the above activities or similar are able to take unpaid leave. This is to undertake duties during the normal working day, i.e. panels, interviews etc.
- 23. Attendance at Statutory Tribunals**
- 23.1 If attending a Statutory Tribunal on behalf of the Council this will be in normal working time and therefore paid.
- 24. Election Duties**
- 24.1 Paid leave will be granted to allow employees to undertake official duties at Luton Borough Council elections or referenda subject to service requirements. (Unpaid leave will be granted where employees undertake this role for other Councils.)
- 25. Jury Service**
- 25.1 Employees must inform their manager of the summons to serve on a jury as soon as they receive their notification. They will be granted paid leave to attend. The employee must claim the allowance payable under the Jurors Allowance Regulations and this amount will be deducted from pay.
- 26. Attendance at Court as a Witness**
- 26.1 Employees attending Magistrates or Crown Court, on behalf of the Council, or who are cited as a witness on behalf of the Council will attend Court in working time. Witness fees paid to the employee (less travel and subsistence expenses) must be paid to the Council.

- 26.2 Employees attending under other circumstances (including a familiarisation visit) will be granted unpaid leave. Employees can claim the relevant amount in respect of any loss in earnings from the person citing them. In these circumstances, this amount does not have to be paid to the Council.

27. Special Constables

- 27.1 Employees wishing to undertake duties as a Special Constable and/or attend agreed training can take reasonable unpaid time off, annual leave or flex leave, as agreed with their line manager and subject to service requirements. It is anticipated that this will be kept to a minimum as training and shifts are generally conducted at weekends and evenings.

28. Community Emergency Services

- 28.1 Retained Fire Fighters will be granted unpaid leave to attend emergencies during working hours.

29. Reservists

- 29.1 There are two different types of reservists; regular and volunteer.
- 29.2 Regular Reservists are former full-time members of the Armed Forces. They may still be liable for call out for a number of years after their military service has ended, depending on their age, length of original service and the skills they have.
- 29.3 Volunteer Reservists are called out to supplement the Regular Forces whenever Operational demands require it. If they're mobilised, they'll carry out the same roles as their Regular counterparts. They also receive the same training and develop the same skills.
- 29.4 There are three Reserve Forces consisting of
- the Maritime Reserve, made up of the Royal Naval Reserve (RNR) and the Royal Marines Reserve (RMR);
 - the Royal Air Force Reserves and
 - the largest of the Reserve Forces the Territorial Army (TA).
- 29.5 All Volunteer Reservists are required to commit to training. For the majority of them, this is around 30 days a year, made up of some midweek evenings, some weekends and one 15 day continuous training period (Annual Camp). They receive payment from the MOD for all time spent training and on exercise.
- 29.6 Subject to the needs of the service, unpaid leave will be allowed to attend the annual 15 continuous days training camp. Time off to attend other training or duties must be requested in the normal way using annual leave, flex leave or unpaid leave.
- 29.7 In the event that employees, who are reservists (either regular or volunteer reservists), are called up (mobilised) for a period of full time service, please contact HR for further advice and guidance.

30. Annual Camps / Youth Activities / Sporting Events

- 30.1 An employee who wishes to attend an annual camp for organisations such as Guides, Scouts, Sea Scouts, and Army Cadets etc or to participate in a national or international sporting event may be granted unpaid leave.

31. Grievances/Appeals

- 31.1 Where an employee feels that he/she has been unfairly treated in respect of this procedure, he/she will have a right of appeal under the Grievance Resolution Procedure.