

# JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

3 December 2009

To: **Chief Executives  
Council Members  
MSO/SSO**

## Joint Negotiating Council Circular No. 46 - Amendment

### Carry Over of Annual Leave following Long Term Sick Leave; Maternity Leave and Maternity Related Sick Leave

The Joint Secretaries of the Joint Negotiating Council have agreed that, in light of recent case law, the entitlement to carry over annual leave to the next leave year for staff returning from long term sick leave should be increased.

- 1. Carry Over of Annual Leave for Staff Returning from Long Term Sick Leave**  
With effect from 28 February 2009, staff returning from long term sick leave will be entitled to carry over a maximum of 13 days' annual leave, in addition to the 7 days approved as per JNC Circular No 20.

#### Payment of Annual Leave where a member of staff does not return from Long Term Sick Leave

If a member of staff does not return to work following a period of long term sick leave and where their employment contract ends the member of staff will be paid in lieu for any outstanding leave.

- 2. Carry Over of Annual Leave for Staff Returning from Maternity Leave and Maternity Related Sick Leave**  
Staff returning from Maternity Leave and Maternity Related Sick Leave will be entitled to carry over all annual leave accrued as per the original JNC Circular No 46.

This circular will be reviewed following any changes to the Working Time Regulations or any other relevant developments in case law.



Management Side Secretary  
J Curran



Trade Union Side Secretary  
A Millar



Trade Union Side Secretary  
L Kerr



Trade Union Side Secretary  
E Coy



Trade Union Side Secretary  
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