



LIVING WITH IBD

Seminar & workshop

EMPLOYMENT LAW AND IBD

with

LUCY SMITH Solicitor



Employment Law and IBD



What this session covers

Minimum entitlements- sick leave

The Employment Relationship

Good Faith

The Test of Justification

Medical Incapacity

Q and A

Minimum Rights and Entitlements

- Sick Leave
 - Increased from July 24 2021
- Medical certificates

The Employment Relationship

- The “good faith” principle

The Employment Relationship

- s103A: Test of Justification
 - *“The test is whether the employer’s actions, and how the employer acted, were what a fair and reasonable employer could have done in all the circumstances at the time the dismissal or action occurred.”*

Medical Incapacity

- Fair and proper process
- Substantively justified

If employer gets it wrong

- Raise issue informally first
- Personal grievance
- 90 day deadline
- Seek independent legal advice

FAQ

What happens when I need to go to Dr's apps?

What happens if I run out of sick leave?

QUESTIONS & ANSWERS

