

Jared,

At Company Council in September 2016, we confirmed that it was not our policy to suspend sick pay purely on the basis that an employee had not attended a meeting with their line manager. I have pasted the minute below for your reference;

Withdrawal of company sick pay

RMT stated that this issue was around employees being threatened with the withdrawal of the company sick pay if they failed to attend a meeting with their line manager during their period of sickness absence. TD explained that employees had an obligation to provide a sick certificate and to stay in contact with their line manager, in order to receive sick pay. TD explained that the health and wellbeing of employees was paramount to LU and that as a part of the line management relationship and duty of care, line managers were entitled to request a meeting during those initial days of sickness absence. He stated that LU could not support the idea that a line manager could only contact an employee who was off sick after 28 days. JC explained that the purpose of this meeting was to offer the employee support and access to medical services. She pointed out that not attending the meeting should not result in sick pay being suspended, but that it could be a factor if there were other issues linked to a breach of the Attendance policy.

The issue raised was stations specific but the principle applies across the organisation and the policy was communicated throughout the HR and line management teams following our discussion at Company Council. Your recently raised a individual case involving XXXXXXXX. You provided a copy of a letter from the Area Manager to XXXXX inviting her to a meeting and indicating that her sick pay may be suspended if she failed to attend. As discussed, we investigated your concerns and confirmed that in this case, we had breached our policy on sick pay and arrangements were made to fully reimburse XXXXXXXX. It was clear that the Area Manager was unaware that he had breached policy and while this was an individual case, we are following up with further guidance through HR and line management teams.

I trust this closes this issue but please let me know if there are any further queries on this.

Thanks
Nick

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