Long Term Sickness Absence Dismissals

Summary Flowchart

Essential Ingredients
- Invitation to Meeting (to discuss sickness absence)
- Meeting (to discuss sickness absence)
- Obtain medical evidence
- Invitation to Meeting (to discuss medical report)
- Meeting (to discuss medical report)
- Decide if Dismissal Contemplated
  - Yes
  - No
  - Invitation to Meeting (to discuss potential dismissal)
  - Postponement of, or non-attendance at meeting
  - Meeting (to dismiss)
  - Post-Meeting: what action?
    - Dismissal
    - Invitation to Meeting (re appeal)
    - Appeal
  - Hold Review Meeting
    - Sickness Absence Resolved?
      - No
      - Yes
      - Observe up to date medical evidence
      - Matter resolved

This note does not constitute legal advice. Specific legal advice should be taken before acting on any of the topics covered.

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