07.08.2020

**Bank Holiday Entitlement for COVID related absences**

During the Pandemic, the Trust has been deducting Bank holiday annual leave hours when staff have been off work due to COVID symptoms, either symptomatic, self-isolating or shielding. UNISON has strenuously argued against this, insisting members should not be at detriment for any COVID related absence, providing national guidance to support this argument. The most recent Trust FAQ’s have now been updated to reflect this, an extract is below;

*‘Bank holidays for shielding staff and those self-isolating - During the pandemic, the Trust continued the standard practice of deducting bank holidays when staff were absent from work. NHS Employers have confirmed that staff, who are shielding or self-isolating, who have their bank holidays rolled-up into their entitlement will retain these days and will not have these deducted. Therefore, where staff, on the day of a bank holiday, were shielding or self-isolating, they can be reimbursed for this time’*

UNISON advise members to check their annual leave allocation and raise with their line manager or Scheduling department initially.

Please contact yas.unison@nhs.net for further information, advice or support