



SICK LEAVE POLICY

Description: Sick leave is a paid leave approved by the Ministry of Human Resources and Emiratization in order to allow employees to take rest if they are sick.

-This leave is not the same as ACCIDENT during the work.(Please go to Inspection department for the same.)

Note: -The worker shall not be entitled to any paid sick leave during the probation period...

If the worker spend more than three month after the end of the probation period in the continuous service of Al Yalaysi Govt. Center and contracted an illness, he shall be entitled to a sick leave not exceeding 90 consecutive or non consecutive days for every year of service, calculated as follows:

1. The first fifteen days with gross pay.
2. The following thirty days with half pay of gross salary.
3. The following periods without pay.

-The worker shall not be entitled to the wage during the sick leave if the illness directly arise from the ill behavior of the worker such as the consumption of alcohols or narcotics.

-During Sick leave, no termination or resignation is Valid. This type of notice needs to be given only when the employee has re-joined the company

-The Company has to accept sick leave certified by the competent authorities only if the certificate is issued by the medical authorities are inside the country and is attested by ministry of health.

-The employer may terminate the service of the worker subsequent to the exhaustion thereby of the sick leaves, if he not be able to report back to his work. In such case, the worker shall be entitled to the end of service gratuity in accordance with the provisions hereof.

-Should the worker resign from service by reason of illness before the expiry of the first forty five days of the sick leaves, and the governmental physician or the physician appointed by the employer consents to the cause of resignation, the employer must pay to the resigning worker the wage due to him with regards to the remainder of the first forty five days referred to hereinabove.