



BIRMINGHAM CITY UNIVERSITY ACADEMIES TRUST

PROVISION OF ALTERNATIVE WORK

1. There are occasions when the Trust is required to offer alternative work to an employee who is incapacitated due to medical reasons, including pregnancy. This only applies to an employee who is suspended from work on medical grounds due to the following:
 - 1.1 A requirement imposed by an Act of Parliament; or
 - 1.2 Any recommendation in a Code of Practice issued or approved under the Health and Safety at Work Act.
2. The provisions that are currently in force are the following:
 - 2.1 The Control of Lead at Work Regulations;
 - 2.2 The Ionising Radiation's Regulations;
 - 2.3 The Control of Substances Hazardous to Health Regulations;
3. If the Trust does not offer alternative work to you if you are covered by these provisions and then dismisses you, there is a requirement for you to have only one month's service to be able to submit an unfair dismissal claim.
4. Therefore, to ensure that the Trust complies with these provisions, the following actions will be taken.
 - 4.1 On receipt of information from either you or your Line Manager, the Human Resources Department will give advice on the application of these provisions.
 - 4.2 The Health and Safety Officer will conduct a review of the current tasks to determine whether the current duties can be modified.
 - 4.3 If the Health and Safety Officer concludes that it is not possible to modify the work, the Line Manager with the aid of the Human Resources Department, will identify an alternative role.
 - 4.4 If you are dissatisfied with the arrangements, you may invoke the grievance procedure.

Owner of Policy	Human Resources
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