

## Employers' Discretion

### **Continuity of Service**

12.2 Employers have the discretion to take into account any period or periods of employment with employers outside the NHS where these are judged to be relevant to NHS employment.

### **Sickness Absence**

14.9 Employers have discretion to extend the period of sick pay on full or half pay beyond the scale set out above in exceptional circumstances.

14.10 To aid rehabilitation employers have discretion to allow employees to return to work on reduced hours or to be encouraged to work from home without loss of pay. Any such arrangements need to be consistent with statutory sick pay rules.

### **Maternity Leave**

15.50 Employers may at their discretion extend the period specified in paragraphs 15.48 (ii) and 15.49.

15.51 Employers have the discretion to count other previous NHS service or service with other employers.

### **Subsistence Allowances**

18.15 An employee who is required to work late at night in addition to a day duty may be paid an evening meal allowance at the set rate out in paragraph 7 of Annex L. It will be for the employer to determine who will be entitled and in what circumstances.