



Staff Cover Procedure

January 2022

History of Changes

Version	Description of Change	Authored by	Date
1.1	Revise review date to 3 years	D Kerr	December 2013
1.2	Date changes	D Kerr	November 2016
1.3	Date changes	D Kerr	November 2020
1.4	Add in process for appointment of agency staff	D Kerr	January 2022

Staff Cover Procedure

1.0 Procedure

- 1.1 This procedure sets out the process that should be followed during a period of staff absence in order to provide cover for the absence.

2.0 Scope

- 2.1 This procedure is intended to provide guidance to Managers in the event of a staff absence.
- 2.2 The procedure applies to all staff absences and if necessary further guidance can be obtained by contacting the HR Department.

3.0 Key Principles

- 3.1 In the event of a member of staff being absent on an unscheduled basis from work for up to two days, the line manager shall operate the following guidelines:
- Firstly, attempt to cover for the absence internally.
 - If this is not possible, in the case of curricular staff, where classes have to be covered, the line manager shall arrange cover for the absence using suitable external personnel and notify the Head of HR for budgetary purposes.
 - If this proves impossible, the line manager shall discuss the situation with his/her Vice Principal (or senior manager, in the case of support staff) or the Head of HR and agree suitable further action.
- 3.2 If the absence is known to be for more than two days, or proves to be for more than two days, the line manager shall discuss the situation with his/her Vice Principal (or senior manager, in the case of support staff) or the Head of HR, and agree suitable further action, which may include the appointment of agency staff as recommended by the SLT Manager, and approved by at least two members of the Executive and reported within the accounts.

4.0 Responsibilities

- 4.1 The Head of HR and Development is responsible for the implementation of this procedure.
- 4.2 Departmental managers are responsible for the application of this procedure within their specified areas of responsibility.

5.0 Related Documents

- 5.1 Employee Resourcing Policy
- 5.2 Sickness Absence Management Policy

6.0 Review

- 6.1 This procedure will be reviewed every 3 years or whenever is necessary in the meantime.

Status: Approved
Policy Dated: January 2022
Author: Head of HR and Development
Review Date: January 2025
Equality Impact Assessed: November 2020