

**ASCENSION ISLAND
GOVERNMENT**

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Informal meeting of the Ascension Island Council

14:00 on Monday 14 April at the AIG Meeting Room

MEETING SUMMARY

Present: HH Simon Minshull, Administrator
Director of Resources, Peter Thomas

Councillor Alan Nicholls
Councillor Laura Shearer
Councillor Kyla Benjamin

In attendance: Head of the Administrator's Office, Martin Hogg
Acting Crown Counsel, Daniel Weight [Remotely]
Locum Senior Crown Counsel, Gareth Rhys [Remotely]
Georgina Wilson, Clerk to Council

Apologies:

1. Welcome

The Administrator welcomed all parties and thanked everyone for attending.

2. Sick Leave Policy

Gareth Rhys (GR – Locum Senior Crown Counsel) started by explaining that going through points identified one by one would be the most practical way to discuss the issues that had been raised at the previous Council meeting.

The definition of “registered medical practitioner” was discussed alongside any benefits of a link with of the 1910 Medical Practitioners (Ascension) Ordinance. Councillors agreed with advice provided by GR that medical evidence continue to be issued by the SMO, it was clarified that the term “SMO” can also refer to a medical practitioner who is delegated by the SMO to act on the SMO's behalf.

Regulation 3 – Minimum sick leave entitlement was discussed, in particular, that the sick leave entitlement does not carry over at the end of the year. Councillors agreed that sick leave should be per contract year rather than per calendar year and that no deductions shall be made from an employee's wage for taking paid sick leave for a period of up to 10 days per contract year.

Regulation 4 – Pay on sick leave. Councillors agreed with suggested comments and amendments.

Regulation 5 – Inclusion in statement of particulars (2). It was clarified that where possible gender specific terms would be removed from the draft.

Regulation 6 – Self-certification. It was agreed that employees should seek to inform employers of sick leave as soon as practicable.

Regulation 7 – Limitations of self-certification. Councillors agreed with the recommended wording changes.

Regulation 8 – Request for medical evidence. The wording of the regulation was discussed. Councillors agreed the recommended wording changes.

Regulation 9 (Part 4) – Termination of employment during sick leave - Protection from dismissal during medical treatment. Councillors agreed the recommended changes reflected the content of the Public Consultation on the draft policy document.

Regulation 10 – Protection from dismissal during recuperation. Protections for employees receiving treatment or recuperation were discussed to ensure the consultation policy document was accurately reflected in the Regulations.

Regulation 11 – Contract expiry during sick leave. The wording of Regulation 11 was discussed and agreement was reached on a clearer, simplified wording, with Councillors noting that employees' rights would continue to be covered under Section 6 of the Employment Ordinance (2002) if their employment contract expired during their sick leave.

It was agreed that a revised draft would be sent to all members within 24 hours and that a Formal Extraordinary Council meeting would take place on Tuesday 15 April at 16:30. At that meeting, Councillors would make a final review of the Regulations and vote on whether to recommend the legislation to the Acting Governor for approval.

The Administrator and Councillors thanked GR for his efforts and work on the draft regulations.

3. Proposed date of next meeting

Extraordinary Formal Meeting 16:30 on 15 April 2025

The meeting closed at 15:51

Georgina Wilson
Clerk to Council