

Critical Illness Frequently Asked Questions (FAQ's)

1. What is critical illness?

If you become incapacitated as a result of a critical illness or serious physical injury you may be granted extended paid sick leave, known as critical illness protocol (CIP), subject to specific criteria. CIP entitles the employee to: a maximum of six months (183 days) on full pay in a year followed by a maximum of six months (182 days) on half pay pro rata depending on your work pattern.

This is subject to a maximum of 12 months' (365 days) paid sick leave in a rolling four-year period.

2. In what circumstances might I be granted access to CIP?

CIP may be granted either on the basis of you meeting certain medical criteria or on the basis of managerial discretion in exceptional circumstances.

3. What are the criteria for the medical award of CIP?

CIP on the basis of medical criteria may be granted on the recommendation of the Occupational Health Physician (OHP) if the following criteria are met: acute life-threatening physical illness, chronic progressive illness with well-established potential to reduce life expectancy, major physical trauma requiring corrective acute operative surgical treatment, and inpatient hospital care of two consecutive weeks or greater.

4. What happens if I become ill again when I return to work?

If you have an ordinary illness (unrelated to your previous critical illness) within a 12-month period of the date of return to work the CIP will apply.

5. How do I apply to obtain CIP?

You may apply for CIP by submitting a completed application form. The form and additional information on CIP is available on the A to Z of the HR website. Please submit a completed application to Compensation & Benefits, Human Resources.

6. Who do I contact if I have further queries?

Please contact compandbens@ul.ie with any queries regarding your sick leave entitlements.