

BUC Policy - Section 6
EMPLOYEES IN AND NATIONALS
FROM IRELAND/ISLE OF MAN

(revised Mar 2007)

A. CHILDREN FROM IRELAND/ISLE OF MAN AT STANBOROUGH SCHOOL

Where the child of an employee serving in the Irish Mission or on the Isle of Man attends Stanborough School, the cost three return journeys by the most economical means between Britain and Ireland/Isle of Man per school year, shall be met by the British Union Conference.

B. SICKNESS BENEFITS - IRISH REPUBLIC

For employees in the Irish Republic, local statutory sick pay regulations shall apply in respect of the application of the sickness benefit.

C. MEDICAL EXPENSES - IRISH REPUBLIC

Whereas NHS provisions are not available in the Irish Republic, employees working there will be eligible to claim medical expenses as outlined below:

1. BENEFICIARIES

- (a) This policy is operative for all employees working in the Irish Republic
- (b) Within the benefit limit stated below employees may claim reimbursement of approved medical expenses for themselves and/or their spouse and dependent children.

2. BENEFITS

The employing organization will reimburse approved claims up to a maximum expense per employee in any one calendar year equivalent to 50% of the monthly package salary factor. Part-time employees' benefit will be pro-rated. All employees commencing or terminating their employment during the course of a year will receive a pro-rated benefit.

3. CATEGORIES OF BENEFIT

The following charges may be claimed against the employee's medical expense benefit:

- (a) Reimbursement of claims for medicines, treatments, and appliances where these have been prescribed by a qualified practitioner.
- (b) Premiums for ophthalmic, dental and medical policies.

4. PROCEDURE

- (a) When an employee submits a claim to his/her employer for reimbursement under the medical expense policy the appropriate receipts, statements, etc. shall also be submitted covering the item(s) of expense reported.
- (b) Unused medical expense benefit cannot be carried forward by the employee into the next calendar year.