

Media Coverage

Publication	Date	Edition	Link	Headline
Business World	09 May 2022	Online	http://bwpeople.businessworld.in/article/Should-Paid-Sabbatical-Be-A-Policy-Across-Organisations-/09-05-2022-428057/	Should Paid Sabbatical Be A Policy Across Organisations?



Let's first understand this highly underrated employee benefit which is now catching a lot of attention from corporates. Earlier this term was strongly associated only with academia. Now this term has evolved with times and employees are taking sabbaticals where possible given the high levels of work stress and more companies are making it part of their policy to send an employee on sabbatical after a set time frame though.

Usually, the employee and the organisation enters into an agreement, where the company, safeguarding their interest, ensures that the employee signs a contractual agreement ensuring his return after a sabbatical. Breach of this agreement would lead to hefty penalties or further cases where the employee would be liable to pay the company under such circumstances.

There are a lot of legalities involved, and the organization, in order to protect their investment and retain the employee, would always have a contractual agreement with all terms and conditions stated.

"The agreement must have two important clauses addressing how and when the employee is going on a sabbatical leave, their estimated date of joining and post their joining, what is the minimum duration that the company requires them to work for in case they want to serve their notice in the future. Apart from that, there are details regarding the finances that the employee is eligible to claim in the period, the interest

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