

Removal of Waiting Days

Statutory Sick Pay will be payable from day 1 of absence.

The 3 unpaid waiting days will be removed, meaning any absence will be eligible for SSP

Removal of Lower Earnings Limit

SSP will be payable at either

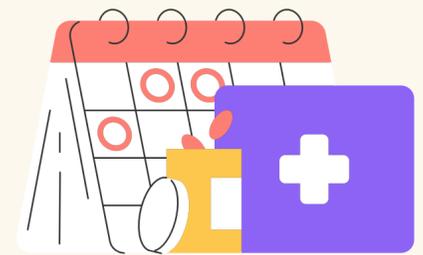
- the weekly SSP rate, or
- 80% of average weekly earning (AWE)

This means that all staff will receive pay for sickness absence

SSP Rate Increase

The rate of SSP will increase from its current rate of £118.75 per week, to £123.25 per week

SSP remains payable for 28 weeks of absence



Budget and Plan

All organisations will need to budget for the increase in sick pay, as this will see staff who have not previously been eligible receive pay

In addition, organisations should consider their wider support around absence, including Occupational Health support, wellbeing support, and other aspects including menopause, mental ill health and reasonable adjustments

Monitor and Manage Sickness

In this regard, you should review -

- your return to work interview process
- absence reporting process
- managers training
- recording methods - can you spot trends?
- ensuring support is proactive and timely
- are staff aware of reporting processes and policies

Analyse Data

Understand why people are off - are absence levels higher in a particular team or area, are some managers managing differently to others? Consider work life balance - are staff stressed or working long hours?



Potential Increase in Sickness Levels

These changes will mean that all employees will be eligible to receive sick pay, which may result in an increase in sickness levels

Your Culture

Make proactive management part of your culture - make it normal to have a return to work after any sickness, and adopt a “lead by example” policy where managers role model expected standards

Transition Arrangements

For further details about the changes, including pay thresholds, there is a government factsheet available [here](#)

