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Change to the Statutory Sick Pay scheme for employees

What is being offered?

Small and medium sized firms will now be able to reclaim up to 2 weeks of SSP paid to employees who have been off sick or self-isolating as a result of sickness absence due to COVID-19

Sick pay will also now be payable from the 1st day of sickness absence rather than the usual scheme which would only be payable from Day 4 of sickness absence

Who is eligible?

You are eligible for the scheme if you are an employer with less than 250 employees as at 28th February 2020

What do I have to do?

If you have an employee who is absent due to COVID-19 issues then you will need to pay SSP from day 1 and retain records to enable you to reclaim the funds from HMRC in due course.

Do my employees need to give me a GP fit note?

No they will not need to do this to be eligible for SSP but if you do require evidence from the employee they can complete an isolation note from the NHS 111 online service or NHS website.

When will I be able to reclaim the money paid as SSP?

At present we don't know when or how the money can be reclaimed but HMRC have said details will be released within the next few weeks.

How can Winders help?

- If we already prepare your payroll we will take care of everything for you once you advise us an employee is absent due to COVID-19
- We can provide advice to you about how much to pay an employee
- In due course we can assist you in reclaiming the SSP from HMRC
- We can assist with general HR advice regarding the SSP scheme

Further information can be found here

<https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses#support-for-businesses-who-are-paying-sick-pay-to-employees>