

## **CHANGES TO STATUTORY SICK PAY**

As of 6 April 2026, the first stage of the implementation of the Employment Rights Act 2025 will bring about changes to sick pay arrangements, as follows:

- Statutory Sick Pay (SSP) will be available to all eligible employees regardless of their earnings. The Lower Earnings Limit is removed.
- SSP will be payable from the first full day of sickness absence. The three-day waiting period is removed.
- The rate of SSP for all employees will be calculated at 80% of their average weekly earnings or the flat weekly rate, whichever is lower. The SSP rate from 6 April 2026 is £123.25 per week.

For sickness absence that started before 6 April 2026 and is ongoing after that date, the employee will be entitled to SSP if:

- their sickness started after 22 September 2025
- before 21 September but there had been periods where they had returned to work between 22 September and 5 April 2026.

According to government figures, the new SSP legislation brings up to a million employees within the sick payments for the first time with no requirement that the weekly minimum earnings reach a certain level before they qualify.

***The above will be incorporated into Holbrook Parish Council's Sickness and Absence Policy as soon as possible.***