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Statutory Sick Pay (SSP)

1. Overview

You can get £94.25 (<https://www.gov.uk/statutory-sick-pay/what-youll-get>) per week Statutory Sick Pay (SSP) if you're too ill to work. It's paid by your employer for up to 28 weeks.

You need to qualify (<https://www.gov.uk/statutory-sick-pay/eligibility>) for SSP and have been off work sick for 4 or more days in a row (including non-working days).

You cannot get less than the statutory amount. You can get more if your company has a sick pay scheme (or 'occupational scheme') - check your employment contract.

There are different sick pay rules for agricultural workers (<https://www.gov.uk/agricultural-sick-pay>).

2. What you'll get

You can get £94.25 a week Statutory Sick Pay (SSP) for up to 28 weeks.

The days you're off sick when you normally would have worked are called 'qualifying days'. If you're eligible, you'll get SSP for all your qualifying days, except for the first 3. These are called 'waiting days'.

You only get paid for waiting days if you've already received SSP within the last 8 weeks, and that included a 3-day waiting period.

If you have more than one job you may get SSP from each employer.

How you're paid

SSP is paid by your employer in the same way as your normal wages, for example weekly or monthly.

Tax and National Insurance will be deducted.

If you think you are not getting the right amount of SSP, talk to your employer. If you're still not happy, contact the HM Revenue and Customs (HMRC) enquiry line (<https://www.gov.uk/government/organisations/hm-revenue-customs/contact/national-insurance-enquiries-for-employees-and-individuals>).

3. Eligibility

To qualify for Statutory Sick Pay (SSP) you must:

- be classed as an employee (<https://www.gov.uk/employment-status/employee>) and have done some work for your employer
- have been ill for at least 4 days in a row (including non-working days)
- earn an average of at least £118 per week
- tell your employer you're sick before their deadline - or within 7 days if they do not have one

Agency workers are entitled to Statutory Sick Pay.

Exceptions

You will not qualify if you:

- have received the maximum amount of SSP (28 weeks)
- are getting Statutory Maternity Pay

You can still qualify if you started your job recently and you have not received 8 weeks' pay yet. Ask your employer to find out more.

Linked periods of sickness

If you have regular periods of sickness, they may count as 'linked'. To be linked, the periods must:

- last 4 or more days each
- be 8 weeks or less apart

You're no longer eligible for SSP if you have a continuous series of linked periods that lasts more than 3 years.

Fit notes (or sick notes)

You only have to give your employer a fit note (<https://www.gov.uk/taking-sick-leave>) if you're off sick for more than 7 days in a row (including non-working days).

You can get a fit note from your GP or hospital doctor. If your employer agrees, a similar document can be provided by a physiotherapist, podiatrist or occupational therapist instead. This is called an Allied Health Professional (AHP) Health and Work Report.

If you're not eligible or your SSP ends

You may be able to apply for Universal Credit (<https://www.gov.uk/universal-credit>) or Employment and Support Allowance (ESA) (<https://www.gov.uk/employment-support-allowance>). You can use form SSP1 (<https://www.gov.uk/government/publications/statutory-sick-pay-employee-not-entitled-form-for-employers>) to support your application.

If your SSP is ending your employer must send you form SSP1 either:

- within 7 days of your SSP ending, if it ends unexpectedly while you're still sick
- on or before the beginning of the 23rd week, if your SSP is expected to end before your sickness does

If you do not qualify for SSP your employer must send you form SSP1 within 7 days of you going off sick.

4. How to claim

To claim Statutory Sick Pay (SSP), tell your employer by their deadline (or within 7 days if they do not have one). Check with your employer how you should tell them.

You only need a 'fit note' (<https://www.gov.uk/taking-sick-leave>) (or sick note) if you're off sick for more than 7 days (including non-working days).

If you're unhappy with a decision

Talk to your employer if you think:

- their decision not to pay you SSP is wrong
- you're not getting the right amount of SSP

You can ask them for a reason. If this does not sort the problem, contact the HM Revenue and Customs (HMRC) statutory payment dispute team.

HMRC statutory payment dispute team

Telephone: 03000 560 630

Monday to Thursday, 8:30am to 5pm

Friday, 8:30am to 4:30pm

Find out about call charges (<https://www.gov.uk/call-charges>)

If you're a textphone user, contact the HM Revenue and Customs (HMRC) employees' enquiry line.

HMRC employees' enquiry line

Textphone: 0300 200 3212

Monday to Friday, 8am to 5pm

Find out about call charges (<https://www.gov.uk/call-charges>)