Statutory sick pay (SSP) changes – reps' checklist

Here's how you can help your members and colleagues benefit fully from the changes to SSP in the Employment Rights Act 2025.

1. Explain the new SSP entitlements to members

- ☐ Tell members that SSP now starts on day one (no waiting days)
- ☐ Make sure low-paid and part-time workers who were previously excluded know they're now eligible
- ☐ Reassure members worried about the 80% rule – work through their situation with an SSP calculator and show they'll almost certainly be better off overall, especially for illnesses under two weeks

2. Check your employer's policies are updated

Ask your employer to update:

- ☐ Sickness policies
- ☐ Employment contracts
- ☐ Staff handbooks

Ensure policies reflect:

- ☐ Removal of the lower earnings limit
- ☐ End of waiting days
- ☐ The 80% rule
- ☐ Check the occupational sick pay scheme – it mustn't pay less than SSP
- ☐ Confirm payroll systems are ready to make the new payments

3. Support members with disputes

- ☐ Make sure your employer doesn't mistakenly withhold sick pay from entitled workers
- ☐ Support members in challenging any underpayments

- ☐ Help members escalate any disputes to the Statutory Payment Disputes Team

4. Negotiate sickness policy improvements

- ☐ Encourage your employer to support workers staying home from day one when sick to reduce the spread of illness and boost productivity
- ☐ Use the new SSP as a baseline to negotiate improvements to the organisation's occupational sick pay and the way it manages absences, for example, trigger points, reviews, and warnings.
- ☐ Negotiate for disability leave policies so that leave linked to disability is counted separately from sick leave, and disabled workers are not unfairly caught by sickness procedures.
- ☐ Ask your employer to equality impact the updated absence policy to ensure disabled workers aren't discriminated against

5. Stay up to date on implementation

Regularly check these government pages for updates on SSP and its implementation:

- ☐ Government implementation timeline update page
- ☐ SSP factsheet