



Department  
for Work &  
Pensions



# Changes to Statutory Sick Pay consultation

Changing how much some people  
are paid when they are off work sick

**Tell us what you think**



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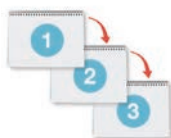
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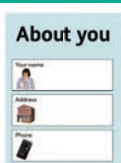
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# About this easy read survey



This is an easy read version of a bigger booklet called **Making Work Pay: Strengthening Statutory Sick Pay**.



This easy read booklet tells you about the main things in the bigger booklet.



If you want more information, you can find the bigger booklet on our website:

**[gov.uk/government/consultations/making-work-pay-strengthening-statutory-sick-pay](https://gov.uk/government/consultations/making-work-pay-strengthening-statutory-sick-pay)**



We are asking people what they think. Read our ideas and then answer our questions.

## About sick pay



Everyone gets ill sometimes. They might be too poorly to go to work.

Time off work when you are poorly is called **sick leave**.



When you have sick leave you might be paid **sick pay**.

## About Statutory Sick Pay



The law says if you are an **employee** and earn £123 a week or more, you must be paid sick pay. This is called **Statutory Sick Pay**.



An **employee** is someone who works for someone and has a contract.

The contract says how often the person will work and how much they will be paid.



For Statutory Sick Pay you get paid £116.75 a week.



Your **employer** can decide to pay you more than this if they want to. But they do not have to.

Your **employer** is the organisation you work for.



You cannot get Statutory Sick Pay for the first 3 days you are off work.



You only get it when you have been off work for 4 days or more.



Your employer can decide to pay you some sick pay from the first day you are off sick. They do not have to pay you this.



You can get Statutory Sick Pay for 28 weeks. After 28 weeks you do not get any more Statutory Sick Pay.



If you earn less than £123 a week you do not get Statutory Sick Pay.

## Why Statutory Sick Pay is important

Making sure employees are still paid when they are too sick to work is the right thing to do.



Sick pay makes sure you have some money to live on while you get better.





Then you can go back to work when you are well again.



Things like flu and COVID-19 can spread quickly to other people.



If you come to work with these kinds of illnesses, other people can catch them too.



This means more workers might need to have sick leave too.

# Why we want to change the sick pay rules

The Government thinks how much you get for Statutory Sick Pay is unfair to some people. They think:



- It is not right that people who earn the lowest amounts cannot get sick pay.



- It is not right that people have to wait 4 days before they can get sick pay.



This means some people are not paid for the first 3 days of sick leave they have.

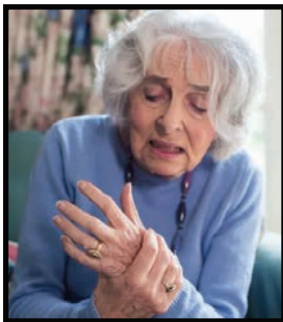




- It is unfair that some people cannot get Statutory Sick Pay because they do not earn enough money.



- It does not give enough support to people who might need to be off work because they are disabled or have a **long term health condition**.



A **long term health condition** could be things like:

- Arthritis. Arthritis gives you a lot of pain in your body.

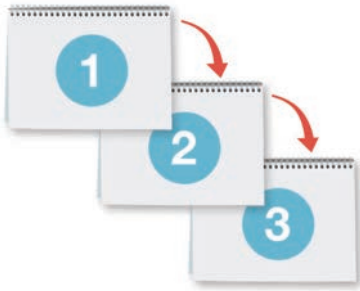


- Have problems with your heart.



- Cancer. This is an illness you can get that is very serious. It can make you very poorly.

# Plan to make sick pay work better for everyone

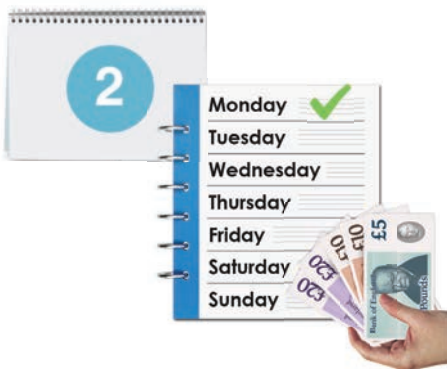


There are 3 changes we want to make to Statutory Sick Pay:



**Change 1:** People who earn less than £123 will get sick pay.

This means everyone who is an employee will get sick pay.



**Change 2:** People will get sick pay from the first day they are off sick.

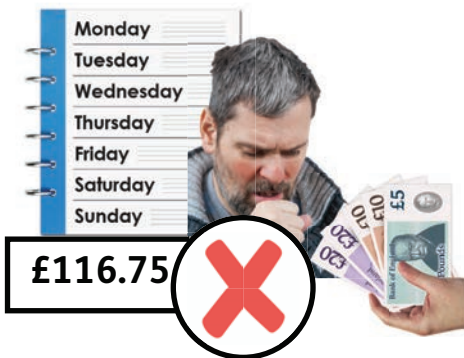
This means everyone can get sick pay straight away.



**Change 3:** We want to think about how much sick pay people who earn less than £123 will get.

This change might also affect people who earn more than £123 a week.

## More about Change 3: How we will work out how much sick pay people get



We cannot give everyone £116.75 a week in sick pay.



Some people earn less than this a week in their usual pay.

It would not be fair to give them more money in sick pay than they usually get paid.



We think people should get a **percentage** of their usual pay.

A **percentage** is a way to show part of something.

60%  
↑

We use a special symbol next to a number to show a percentage.

Percentages work like this:



100% means all of your usual pay.

If you earn £100 you will get £100.



50% means half of your usual pay.

If you earn £100 you will get £50.



We have not decided yet what percentage to pay in sick pay.



But no one will get more than £116.75 a week for sick pay. This will still be the most anyone can get.

# How this will affect employers

These changes will mean businesses have to:

- Pay Statutory Sick Pay from the first day people are off work sick

and

- Pay sick pay to some people they didn't have to pay before.



These changes might affect small businesses more than bigger ones.



This is because small businesses pay most of the Statutory Sick Pay in the country.



## About our questions

Now we have some questions for you about the changes to sick pay.



You can answer our questions by filling in our survey.



When you have finished, post your answers back to us at:

**The Statutory Sick Pay Team**  
**Department for Work and Pensions**  
**Caxton House**  
**Tothill Street**  
**London**  
**SW1H 9NA**



Or you can write your answers in an email to us:

**[ssp.team@dwp.gov.uk](mailto:ssp.team@dwp.gov.uk)**



You need to send us your answers by  
**4th December 2024.**



If you have any problems, you can  
email us at:

**[ssp.team@dwp.gov.uk](mailto:ssp.team@dwp.gov.uk)**

# How we will use your information and what you tell us



**About you**

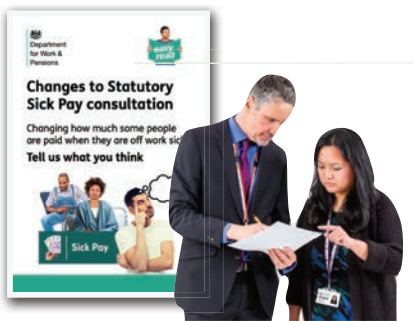
Your name

Address

Phone

When you answer our questions, you might tell us some personal information.

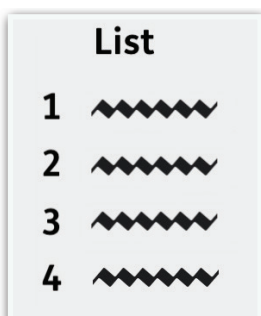
Things like your name or information about your job.



We will only use your information to help us look into sick pay.



People who work for the Government looking at sick pay will be able to see your information.



**List**

1 ~~~~~

2 ~~~~~

3 ~~~~~

4 ~~~~~

We will put everyone's answers in a list.





We will also use what people tell us to write a report.



Other people who do not work for us will be able to read the list and the report.



If you do not want us to share your information, you should try not to put it in your answers.



If you want us to keep any of your information private, please tell us.

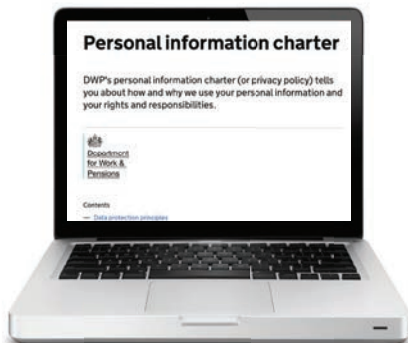


To find out more about how we share your information, you can email our Freedom of Information Team at:

**freedom-of-information-request@dwp.gov.uk**



We will follow the laws to keep your information safe.



There is more information about how we will look after your information on our website:

**gov.uk/government/organisations/department-for-work-pensions/about/personal-information-charter**



This information is not in easy read.

# Our questions for you

**Question 1:** Are you filling in this form for:



Yourself



Someone else



A group or an organisation



A **trade union**. A **trade union** is a group of people who stand up for workers **rights**.

Your **rights** are things you are allowed to do and how you should be treated.



Other. Please tell us here:



To make sick pay fair, we think it should be a percentage of people's usual pay.



£116.75 a week will still be the most you can get for sick pay.



We want you to tell us what percentage you think it should be. You can choose anywhere between 100% and 0%.



To help you, here is what it would look like if you earn £123 a week.



If it was £100% you would get £116.75 because this is the most you can get in sick pay.



If it was 80% you would get £98.40



If it was 70% you would get £86.10



Your sick pay would keep getting lower as the percentage goes down.



If you need to, ask someone you trust to help you work out how this would affect your sick pay.



**Question 2:** What number percentage of usual pay do you think is fair to pay for sick pay? Please tell us here:



**Question 3:** Please tell us more about your answer here: