



Changes to Statutory Sick Pay

Making sure the changes are fair for everyone



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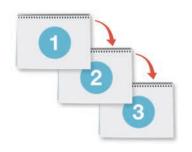


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About the changes to Statutory Sick Pay



Statutory Sick Pay is money some people get paid when they are off work sick.



We are going to make some changes to this sick pay.



We have another easy read booklet that tells you more about the changes.



You will need to read our easy read booklet first before you read this booklet.

Making sure the changes are fair



The law says any changes we make to Statutory Sick Pay must be fair for everyone.



We know that some people may be more likely to be treated unfairly.

These people have extra protection in law. In the law it is called **protected characteristics**.



The law says you cannot be treated unfairly because of:

Your age.



A disability.



Gender reassignment.

When you are born, a doctor might say if you are a boy or a girl. This is your gender at birth.



You might stay this gender all of your life. Or, as you grow up, you may feel like your gender is wrong. You may change your gender.

If you decide to live your life as a different gender to your birth gender, we call this **gender reassignment**.



Pregnancy and having a baby.



 Your race. This means the colour of your skin, how you look or where you are from.



Your religion or beliefs.



 Your sex. This means if you are a man or a woman.



 Your sexual orientation. This means who you find attractive.



Marriage or civil partnership.



We have looked at how the changes to sick pay will affect people with protected characteristics.



We want to make sure no groups of people will be treated unfairly.

Looking at how the changes will affect people



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

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



To help us look at how the changes will affect people, we needed to decide on a percentage to use.



In this booklet, we decided to use 80%. Using 80% affects people who earn £146 or less.



This does not mean that when we make the changes it will be 80%. It might be less or it might be more.

What the changes are



When we make the changes, all employees will:

 Get sick pay, no matter how much they earn

and



 Get paid sick pay from the first day of sick leave.



People who earn more than £146 a week will still get £116.75 a week in sick pay.



People who earn up to £146 a week will get some sick pay too but it may be less than £116.75.





People who earn less than £123 a week will now get sick pay. They will be better off.



People who earn between £123 and £146 a week are going to be affected by the change.



This group will still get sick pay but it may not be as much as before.

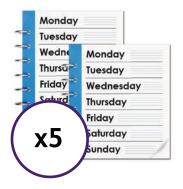


They will be better off for **short term** sick leave. **Short term** means up to 4 weeks.



This is because they will get sick pay from their first day of sick leave.

When you add it up over 4 weeks these people will be better off.



Long term sick leave means 5 weeks or more.



People who earn between £123 and £146 a week will get sick pay from their first day of sick leave for long term sick leave.



But when you add it up altogether over a long time, they might be a little bit worse off.



Most people are off sick for 5 weeks or less. This means only a few people will be worse off.



Most people will be better off because they will only be off sick for a short time.

How the changes will affect people by age



Younger and older employees are more likely to earn less than £123 or between £123 and £146 a week. This is people who are:

Aged 16 to 24



or

Aged 65 or older.



All younger and older employees will be better off for short term sick leave.



A few people might be a little bit worse off for long term sick leave.



Overall, the changes are going to be a good thing for younger and older employees.



How the changes will affect people with a disability

People who are disabled are more likely to earn less than £123 or between £123 and £146 a week.



All disabled employees will be better off for short term sick leave.



A few people might be a little bit worse off for long term sick leave.



Overall the changes are going to be a good thing for disabled employees.



The changes mean people will feel supported about their health.



People will be able to have sick leave if they need it and get sick pay.



Being able to take sick leave might stop people from having worse health.

It might stop some people from having to give up working.



This will help more people with a disability or a long term health condition to work.



How the changes will affect people who have had gender reassignment

We do not have enough information about people who have had gender reassignment.



But we do not think the changes will affect people who have had gender reassignment more than other people.



How the changes will affect people who are pregnant or have had a baby

We do not collect information about people who are pregnant or have had a baby.



But we do not think the changes will affect people who are pregnant or have had a baby more than other people.





People who are Asian or British Asian are more likely to earn between £123 and £146 a week.



The changes mean that these people will be paid a percentage of their earnings as sick pay.



This may mean they earn less than they did before.



But because so many more people are better off, overall the changes are a good thing.

How the changes will affect people by religion



We have only looked at information about religion for employees from England and Wales.



People who are Muslim are more likely to earn between £123 and £146 a week.



Everyone in this group will be better off for short term sick leave.



A few people might be a little bit worse off for long term sick leave.



But because so many more people are better off, overall the changes are a good thing.



How the changes will affect people by sex

Women are more likely to earn less than £123 or between £123 and £146 a week.



All women employees will be better off for short term sick leave.



A few people might be a little bit worse off for long term sick leave.



Overall the changes are going to be a good thing for women employees.

How the changes will affect people by sexual orientation



Heterosexual means a man who is attracted to women or a woman who is attracted to men.



People who are heterosexual are more likely to earn less than £123 or between £123 and £146 a week.



All heterosexual employees will be better off for short term sick leave.



A few people might be a little bit worse off for long term sick leave.



Overall the changes are going to be a good thing for heterosexual employees.



But we do not have a lot of information to be sure.

How the changes will affect people by marriage and civil partnership



Single people are people who have never been married or in a civil partnership.



People who are single are more likely to earn less than £123 or between £123 and £146 a week.



All single employees will be better off for short term sick leave.



A few people might be a little bit worse off for long term sick leave.



Overall the changes are going to be a good thing for single employees.





We will collect information to understand how the changes affect different groups of people.



We will try to understand how employers use sick pay and how it supports employees.



We will keep thinking about peoples needs and being fair to everyone.