

Occupational Sick Pay

Occupational sick pay entitlement effective from **28 April 2014**.

Employees appointed prior to 28 April 2014 will receive occupational sick pay of, 6 months full pay and 6 months half pay up to a maximum of 12 months sick pay in a 4 year rolling period.

Employees appointed into the Civil Service on or after 28 April 2014 will receive occupational sick pay increasing by length of service as set out in the table below, up to a maximum of 10 months sick pay in a four year rolling period.

Length in Civil Service	Entitlement
During 1 st year of service	1 month full pay and 1 month half pay
During 2 nd year of service	2 months full pay and 2 months half pay
During 3 rd year of service	3 months full pay and 3 months half pay
During 4 th year of service	4 months full pay and 4 months half pay
After 4 years of service	5 months full pay and 5 months half pay

Employees in post prior to 28 April 2014, who are successful in securing a post on promotion to or within the SCS on or after that date, will receive sick pay in line with their length of service as described above. The maximum they will receive is 5 months full pay and 5 months half pay, up to a maximum of 10 months sick pay in a four year rolling period.

Employees appointed into the Civil Service on or after 28 April 2014 who are subsequently promoted within Defra will continue to earn entitlement to occupational sick pay as set out in the table above, up to a maximum of 10 months sick pay in a four year rolling period.

All previous sickness absence in the Civil Service will continue to be taken into account when calculating entitlement to sick pay.

Only service which is reckonable for pension purposes is taken into account when calculating occupational sick pay entitlement.