



HM Government

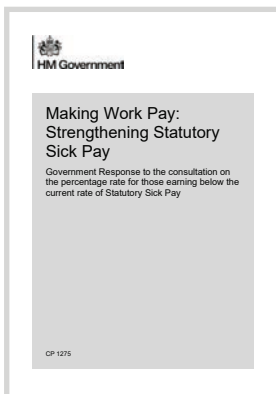


Changes to Statutory Sick Pay consultation

What people told us about the changes and what the Government said



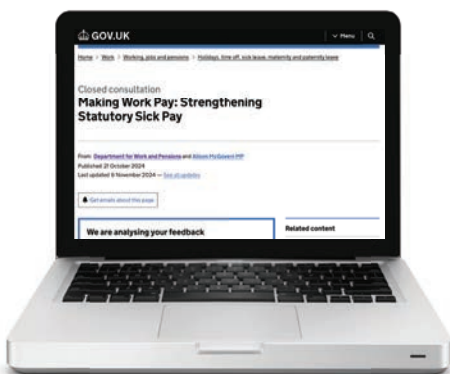
About this easy read booklet



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:

www.gov.uk/government/consultations/making-work-pay-strengthening-statutory-sick-pay

What is in this booklet



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About Statutory Sick Pay



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



We wrote a booklet about changes to Statutory Sick Pay. We asked people to read the booklet and then tell us what they thought.



This new booklet tells you 3 things:

- What people told us about the changes.



- What the Government said about people's answers.



- What decisions the Government has made.

Asking people what they thought about the changes



We asked people to send their answers back by December 2024.



People sent us their answers by:

- Answering our questions online on our website.



- Emailing us.



- Sending them back in the post.



1,797 employers, employees and organisations sent their answers back.

About the changes



The law says **employees** who earn £123 a week or more, must be paid sick pay from the fourth day they are off work sick. 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.



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 they are off sick.





We are looking at how much sick pay employees will get.



We need to make sure it is fair for everyone.



At the moment employees who get Statutory Sick Pay can get £116.75 a week.

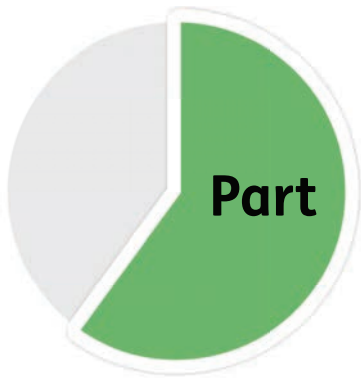


But when all employees start to get sick pay we need to change this.



Some employees earn less than £116.75 a week in their usual pay.

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



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

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

80%
↑

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.



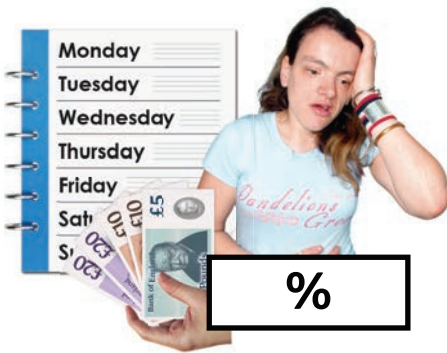
But the most Statutory Sick Pay anyone can get will still be £116.75 a week.



So this means employees will either get:

- £116.75 a week in Statutory Sick Pay

or



- A percentage of their pay in Statutory Sick Pay. This will be less than £116.75 a week.

What employers told us about the percentage



Your **employer** is the organisation you work for. You might call your employer your boss.



Employers said the changes would support their employees. People would get paid when they are too sick to work.



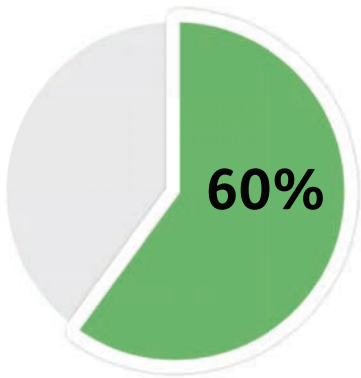
But employers said the changes might cost them a lot of money.



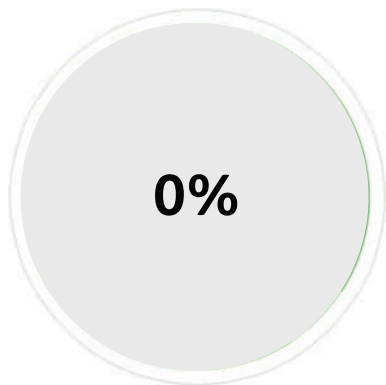
It could also mean that some people:

- Are off work sick more
- and
- Are off work sick for longer.

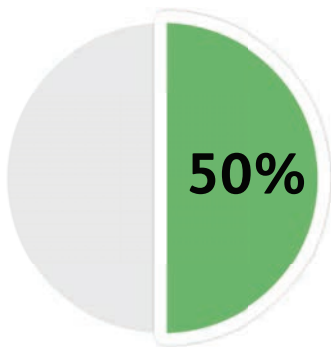




Some employers wanted the percentage to be 60% or more.



And some did not want to pay sick pay at all. They wanted the percentage to be 0%.



Overall, employers thought sick pay should be 50% of people's usual pay.



But employees would not get more than £116.75 a week in sick pay.

What employees told us about the percentage



Employees said that the changes would make a big difference to lots of people.



Being paid sick pay means people would have some money to live on while they get better.



It could help people to feel better more quickly. They will feel less worried about money.



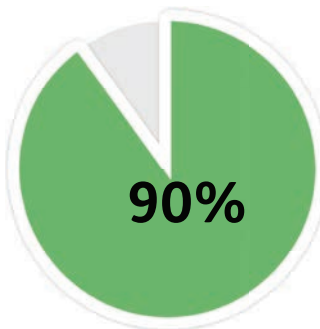
Employees said that getting a small percentage of their usual pay would not help them enough.



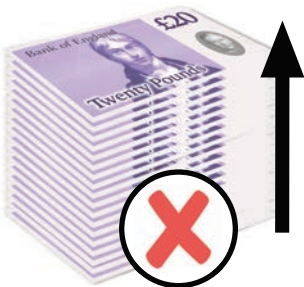
But they did not agree about what the percentage should be.



Nearly half of employees said the percentage should be 100%



Overall, employees said it should be around 90%.



But employees would not get more than £116.75 a week in sick pay.

What the Government said about the percentage



We want to make sure the percentage to pay in sick pay is fair. It needs to meet the needs of both employers and employees.



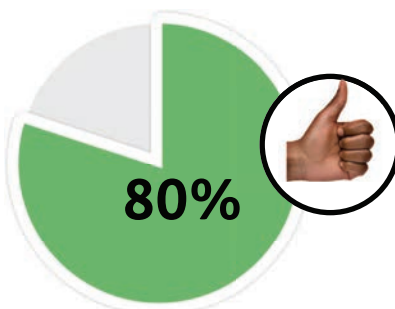
We looked at what everyone told us.



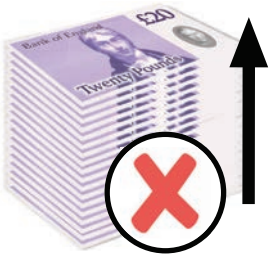
Giving employees 100% of their usual pay in sick pay would not be fair to employers.



Giving people 0% would not be fair to employees.



We have decided to make the percentage 80%.



But no employees will get more than £116.75 a week in statutory sick pay.



Your employer can decide to pay you extra sick pay if they want to.

How 80% will meet employees needs



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



Paying employees 80% of their normal pay will help people when they are sick.



But people will be better off when they are back at work and getting all of their usual pay.

How 80% will meet employers needs



We know that the changes will cost employers some money.



But we think overall, 80% will be better for businesses.



People will be able to take time off work when they are sick.

This will stop them from spreading illnesses to other people. Things like flu and COVID-19.



People will come to work when they feel well. This will help them to do their jobs better.

Other things employers told us about the changes

Paying employees sick pay straightaway



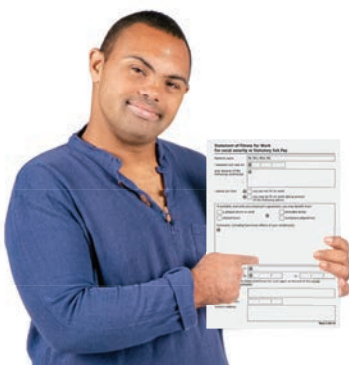
Some employers were worried about paying sick pay from the first day employees are off sick.



They think more people will take time off work. And they would have to pay more money in sick pay.

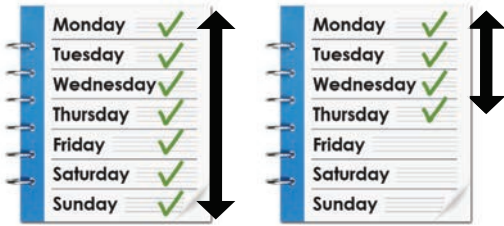


At the moment, if people are off sick for more than 7 days, they need to show proof.



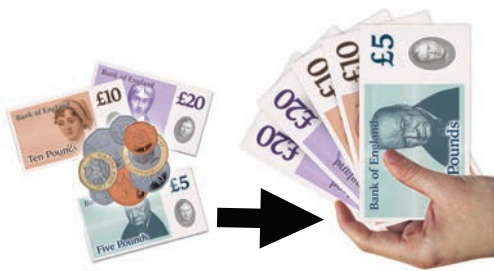
This could be something like a form from a doctor saying why they are off work. And it says when they should come back to work.

Employers said that we should:



- Change the number of days before employees need to show proof. They said maybe it should be less than 7 days

or



- Pay people less sick pay to start with. Then pay them more after 7 days.

What the Government said:

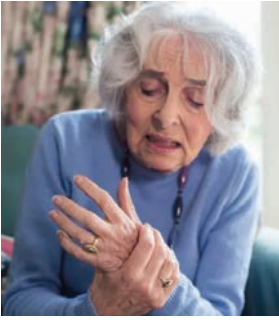


We think it is important that employees get sick pay from the first day they are off sick.



This would also support 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.



- Problems with your heart.



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



We are not thinking about changing the number of days before people need to show proof.



Extra costs

Some employers were worried about extra costs for the changes. Things like paperwork.



What the Government said:

We understand this worry. We are working together with employers to support them to pay sick pay.



We will work with employers and give them time to get used to the changes.

Help to pay sick pay



Employers wanted money from the Government to help them to pay for sick pay.

What the Government said:



Employers paying sick pay helps to build a good relationship with employees.



We understand some employers need support to pay sick pay.

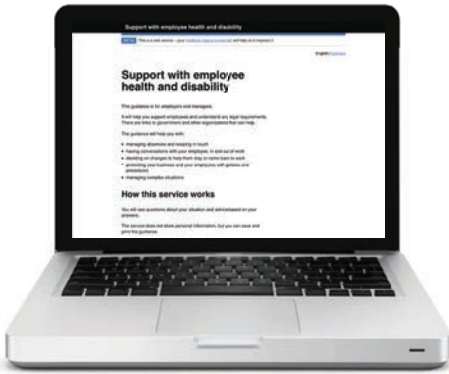
We will work together with employers to work out how they can pay it.

How to support people when they are off sick



Employers want information about how to support employees when they are off sick.

What the Government said:



We have lots of advice online on our website:

www.support-with-employee-health-and-disability.dwp.gov.uk/support-with-employee-health-and-disability



We will work together closely with employers. We want to find out:

- What things are hard for them

and



- How we can support them.



We are going to do a **review** to look at how employers support their staff.

A **review** means looking at something to find out more about it.

Other things employees told us about the changes

People who have more than 1 job



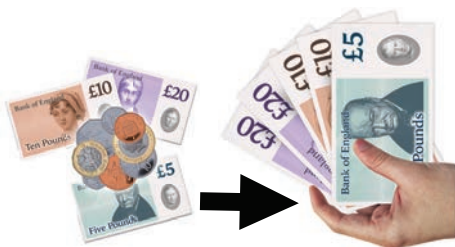
Some employees have more than 1 job. If they are off work sick, they might get paid sick pay from each job.



This means they could earn:

- More money than their usual pay

and



- More money than other people who are off sick.



Employees did not think this would be fair.

What the Government said:



The way things are now, some people with extra jobs already get more sick pay.



The changes mean up to 1.3 million people will now get sick pay.

Overall, this helps a lot more people than before the changes.



We think it is a good idea to make the changes.

People in lower paid jobs

Some people who earn just over £123 a week will be affected by the change.

They will still get sick pay, but it may not be as much as before.



What the Government said:

These people will be better off when they have a small amount of sick leave.



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



But when you add it up, they might be a bit worse off if they are off sick for a long time.

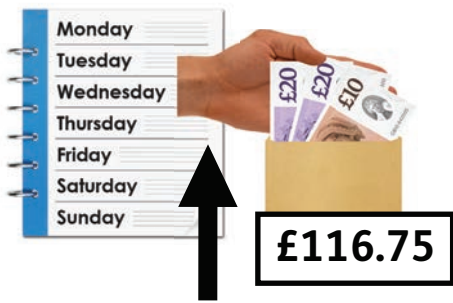


Most people are only off sick for a short time.



This means that only a few people will be worse off.

Paying more for Statutory Sick Pay



A lot of people wanted to make Statutory Sick Pay bigger.

What the Government said:



Employers can decide to pay employees more for sick pay if they want to.



We will keep looking at Statutory Sick Pay. We want to understand how it affects employers and employees.

What happens next



This is part of a bigger piece of work we are doing to help people in to work or stay in work.



We want to make work better for everyone.



We will keep thinking about Statutory Sick Pay. And we will keep listening to what people tell us about it.



We will work together with employers and employees to make sure sick pay works well for everyone.