

# The New Statutory Sick Pay (SSP) Rules

A Quick Guide for Employers & Payroll Teams

## The Headline Change



**The Big Shift:**  
SSP becomes a  
'Day One' Right for  
everyone.

## The 3 Major Changes

### No More Waiting Days

- ❌ **Old Rule:** Employees waited 3 days before getting paid.
- ✅ **New Rule:** SSP is payable from the first qualifying day of sickness.

### No Minimum Earnings

- ❌ **Old Rule:** Only those earning £125+ per week qualified.
- ✅ **New Rule:** The Lower Earnings Limit (LEL) is removed. All employees qualify.

### The 'Safety Net' Rate

- ❌ **Old Rule:** Everyone got the flat rate (or nothing).
- ✅ **New Rule:** Lower earners (those earning below the flat rate) now receive 80% of their earnings.

## The New Calculation Table

If your employee earns...	They receive...
More than £123.25 / week	The Standard Flat Rate: £123.25
Less than £123.25 / week	The Safety Net Rate: 80% of their earnings

## The 'Crossover' Rule

Don't get caught out by the transition!

