

## Statutory Sick Pay and Sickness Allowance

Employees who are absent due to illness will normally receive "sick pay" or a "sickness allowance" made up of two parts, subject to satisfying certain criteria.

The first part is Statutory Sick Pay (SSP). The second part is sickness allowance (commonly known as sick pay or occupational sick pay) from the Council.

Some employees may not receive SSP; they may, however, be entitled to State Benefit.

Entitlement to sickness allowance depends on the employee's length of continuous service.

<b>Continuous Service at Commencement of sickness absence</b>	<b>Full Allowance For</b>	<b>Half Allowance For</b>
Less than 26 weeks	Zero weeks	Zero weeks
26 weeks but less than 1 year	5 weeks	5 weeks
1 year but less than 2 years	9 weeks	9 weeks
2 years but less than 3 years	18 weeks	18 weeks
3 years but less than 5 years	22 weeks	22 weeks
5 years or more	26 weeks	26 weeks

Sickness absence is calculated on the basis of a rolling 12 month period.

Sick pay over and above SSP is at the Council's discretion and employees may be excluded from receiving sickness allowance.

An employee is not entitled to receive sick pay if he/she:

- has less than 26 weeks continuous local government service
- goes sick during a work stoppage due to a trade union dispute unless he/she has not taken part in the trade union dispute and has no direct interest in it
- has exhausted their sick pay entitlement
- on first day of sickness is in legal custody, or subsequently taken into legal custody
- is on maternity leave
- terminates their contract or their contract of employment is terminated by the Council