

## **Employment Rights Bill 2024**

### **Making Work Pay: Strengthening Statutory Sick Pay (SSP)**

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In March 2025, the Government published its response to its consultation on Making Work Pay: Strengthening Statutory Sick Pay (SSP) under the Employment Rights Bill. There are two priorities that the Government has addressed in an attempt to strengthen SSP of which are:

- **Waiting Period:** The current situation is that SSP is not payable for the first 3 qualifying days (days on which an employee is contracted or scheduled to work) of their sickness absence. These first 3 days are also known as ‘waiting days’.

The Government proposes to remove the waiting period completely so that employees receive SSP from day one of their sickness absence.

- **Lower Earnings Limit:** SSP is not currently payable to employees who earn less than what is known as the Lower Earnings Limit (currently March 2025) this is £123 per week due to increase to £125 per week in April. There is currently a proposal to remove the requirement that an employee must earn above the Lower Earnings Limit in order to be eligible for SSP.

The Government has acknowledged that the rate of SSP would need to be looked at to establish a percentage of earnings that should be used in order to calculate SSP.

The current version of the Bill (as at 24<sup>th</sup> March 2025 – on its second reading in the House of Lords) proposal is 80% of the employee’s normal weekly earnings whatever is the lower between that and £118.75.

The prediction of when the changes will take effect once it receives the Royal Assent is October 2025 but we will keep on the pulse and keep you updated!

*If you require any HR support or have any queries, please do not hesitate to get in touch with us here at Tamar HR!*