



COVID-19

sick absence and sick pay

What support is available?

For employees

If you are classed as an employee, this is what you need to know:

- Your workplace's usual sick leave and pay entitlements will apply if you are ill
- You cannot get less than the statutory amount. You can get more if your company has a sick pay scheme (or 'occupational scheme') - check your employment contract. **(Some employees may not qualify for their employer's scheme if they are told to self-isolate despite not being ill. However, it is good practice for employers to treat this as sick leave and follow the usual sick pay policy)**
- Statutory Sick Pay (SSP) will be payable if you are staying at home on Government advice, not just if you are infected by coronavirus. This has applied since 13 March 2020
- You must earn on average at least £118 per week (before tax) to be entitled to SSP
- People who cannot work due to coronavirus and are eligible for SSP will get it from day one, rather than from the fourth day of their illness if you are self-isolating and cannot work
- You can get £94.25 per week SSP and it is paid by your employer for up to 28 weeks

For the self-employed

If you are classed as self-employed, this is what you need to know:

- If you are self-employed, you are **not** entitled to Statutory Sick Pay (SSP). However, if you fall ill you may be able to claim employment and support allowance (ESA) or Universal Credit at the same rate as SSP if you need help with costs such as housing or children (you can apply at www.gov.uk/browse/benefits)
- Self-employed claimants who are on Universal Credit who are required to stay at home or are ill as a result of coronavirus will not have a Minimum Income Floor (an assumed level of income) applied for a period of time while affected

For gig workers/zero hours contract workers

If you are a gig worker or work through a zero hours contract, this is what you need to know:

- If you are a gig worker and/or on a zero hours contract, you may be entitled to sick pay (check your eligibility for Statutory Sick Pay by visiting www.gov.uk/statutory-sick-pay/eligibility)
- The range of support currently in place for those who do not receive Statutory Sick Pay, includes Universal Credit and contributory Employment and Support Allowance (you can apply by visiting www.gov.uk/browse/benefits)

Providing evidence to your employer

How do I do it?

Employers are urged to use their discretion about what evidence, if any, they ask for. This is what you need to know:

- The Government have asked employers to be flexible on medical certificates from GPs as it may not be possible for employees in isolation to obtain such evidence
- If employees need to provide evidence to their employer that they need to stay at home due to coronavirus, they will be able to get it from the NHS 111 Online instead of having to get a fit note from their doctor (you can get an isolation note by visiting 111.nhs.uk/covid-19 or www.nhs.uk/conditions/coronavirus-covid-19/self-isolation-advice)

Get in touch

If you're having difficulty or problems at work during the Covid-19 pandemic, get in touch with our Member Service Centre by calling **0800 389 6332** or emailing **servicecentre@community-tu.org**.



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