



# Community First Yorkshire

## The coronavirus and Statutory Sick Pay

Health Secretary Matt Hancock has previously issued a statement that *'self-isolation on medical advice is considered sickness for employment purposes. That is a very important message for employers and those who can go home and self-isolate as if they were sick, because it is for medical reasons'*.

Employees who could potentially have the virus but may be **asymptomatic**, should be encouraged to stay at home to protect others. Stopping pay would be a clear disincentive for employees to do this.

With [ACAS guidance](#) also stating that SSP is payable where self-isolation is on the advice of NHS 111 or a doctor it is hoped that the emergency legislation will address the legal technicalities and clarify the situation for all.

ACAS guidance also encourages employers as good practice to pay contractual sick pay, where this is on offer, in cases of self-isolation. For individuals who are ineligible for SSP, the government has confirmed that there is a range of support in place including Universal Credit and contributory Employment and Support Allowance.

If a member of staff has been told by a medical professional to self isolate the advice from the Government is **they are entitled to Statutory Sick Pay (SSP)**.

This includes individuals who may be a carrier of COVID-19 who may not have symptoms.

**SSP is now (as of yesterday) to be paid from the first day of absence rather than day 4**, which was the case, for people off work due to the coronavirus.

Use your discretion around the need for a fit note as a person self-isolating may not be able to provide one.

The Chancellor of the Exchequer, has announced that the government will reimburse small employers (<250 employees) any statutory sick pay they pay to employees, for the first 14 days of sickness.

This is, presumably, a temporary measure to help insulate businesses against the impact of coronavirus. Statutory sick pay is currently paid at £94.25 per week. The Chancellor estimates that will cost up to £2 billion and help up to 2 million businesses.

Please call one of our HR advisors should you have any questions 01904 704177.