



Statutory Sick Pay Rebate

What is it?

Small and medium sized businesses will be allowed to reclaim Statutory Sick Pay (SSP) paid for staff sickness absence due to coronavirus, either because they have coronavirus or are self-isolating at home. This repayment will cover up to 2 weeks' SSP per eligible employee.

If as an employer you pay more than the current rate of SSP (£95.85 per week) you can only claim the current rate amount.

Who is eligible?

Businesses are eligible if:

1. The business is UK based and
2. Your business is a small or medium sized and employs fewer than 250 employees as of 28 February 2020.
3. The business had a PAYE payroll scheme that was created and started on or before 28 February 2020.

For clarification the definition of a medium sized business under company law is if it satisfies two or more of the following conditions:

1. Turnover less than £36m
2. Balance Sheet total less than £18m
3. Number of employees less than 250

This scheme covers all types of employment contracts, including:

- Full-time employees
- Part-time employees
- Employees on agency contracts
- Employees on flexible or zero-hour contracts

Connected companies and charities

Connected companies and charities can also use the scheme if their total combined number of PAYE employees are fewer than 250 on or before 28 February 2020.

What records do you need to keep?

The following records must be kept for all statutory sick payments that you want to claim from HMRC:

- The reason why an employee could not work
- Details of each period when an employee could not work, including start and end dates
- Details of the SSP qualifying days when an employee could not work
- National Insurance numbers of all employees who you have paid SSP to.

You will need to keep these records for at least 3 years following the claim.

How do I access it?

A rebate scheme is being developed and further details will be provided by the government in due course as current systems do not support repayments.

As further information is published by the government we will update our summaries. Should you have any initial queries either contact your usual CK contact or look at the governments dedicated business support website businesssupport.gov.uk.