

DomesticPaye Guide to Statutory Sick Pay (SSP)

Statutory Sick Pay is the minimum amount payable to an employee when they are not available to work due to sickness. Any payment over SSP is completely at an employers discretion assuming that you have no prior agreement in place.

For an employee to be eligible for Statutory Sick Pay (SSP) they must be earning over the lower earnings limit of £90.00 gross per week. As an employer you do not need to see a doctors certificate to pay SSP to an employee however you can ask to see a certificate should you believe that the nanny has not truly been ill.

SSP starts to be paid once the employee has reached their 4th consecutive day of illness from work the first three days being completely unpaid. This would for example perhaps be the Thursday should your nanny call in sick on the Monday however keep in mind that it could be far further away than that should your nanny only work part time. E.g. if your nanny only works on Monday of each week it would not be until 4 weeks after she called in sick that she would start to receive a payment.

Once the payments have started they are set at £75.40 per week gross and can continue for up to 28 weeks. This payment is irrelevant of how many days your nanny works, so whether she works 1 or 2 or 5 days a week she would get the same £75.40 per week gross payment. Beyond this point your nanny would go on to long term sick and need to make a benefits claim. If your nanny is going to go onto long term sick, at 26 weeks of SSP we will provide you with a form SSP1 which the nanny will need to take to the job centre plus to claim incapacity benefit. This form is provided at 26 weeks as it will take the job centre a couple of weeks to get the payment to your nanny set up and so this ensures that she is not left without payment for any time.

As a small employer you may be able to claim some (not all) of the SSP back from HMRC. Any amount claimable DomesticPaye will automatically deduct from your next tax bill.

The formula that we must use to assess the claim is:

SSP RECOVERABLE = TOTAL SSP PAID – (13% OF TOTAL NIC BILL)