

Statutory Sick Pay & Leave

When a nanny, like any other employee, is absent from work due to sickness their employer is required to administer **Statutory Sick Pay (SSP)**.

When SSP is due

SSP is paid for the days the nanny would normally have worked. It is not paid for the first three consecutive days of illness (excluding days not normally worked). These three days are known as 'waiting days' and any payment of salary to the nanny for these days is at the employer's discretion. On the fourth consecutive day SSP is paid instead of, or as part of, the nanny's normal rate of pay, for up to 28 weeks.

Nannies who have jobs with more than one family may get SSP from each employer.

How it is paid

SSP is paid in the same way as the nanny's normal salary (weekly or monthly), a payslip is provided as normal and Tax and National Insurance will be deducted in the usual way.

Who can and cannot qualify

To qualify nannies must:

- be classed as an employee and have done some work for your employer
- have been ill for at least 4 days in a row (including non-working days)
- be earning at least the Lower Earnings Limit
- inform their employer within 7 days or by their employer's deadline (if they have one stipulated in the Employment Contract)

Nannies cannot qualify if:

- they have received the maximum amount of SSP (28 weeks)
- have taken 3 years or more 'linked periods' of sickness - where 4 or more days of sickness happen within 8 weeks of each other
- are getting Statutory Maternity Pay

Changes to the law from 6 April 2014

From the start of the tax year 2014/15, The Percentage Threshold Scheme (PTS) which allowed, in certain circumstances, employers to recover SSP has been abolished. Employers will no longer be to reclaim SSP although recovery of unclaimed SSP for previous tax years may be possible for a limited period.

In replacement of the PTS, the government have announced they will be moving the funding into a new scheme as part of the cross-government Health, Work and Wellbeing Initiative. Under this new scheme, which is expected to launch in 2015, help will be made available to employees who have been incapacitated for four weeks or more, to get them back to work.

QUICK FACTS

1. SSP is not paid for the first 3 consecutive days of illness, known as 'waiting days'. These exclude days not normally worked.
2. Nannies with more than one job may get SSP from each employer.
3. SSP is paid in the nanny's normal method of receiving her salary.
4. SSP cannot be claimed if the nanny is receiving Statutory Maternity Pay.
5. SSP can no longer be reclaimed by the employer.