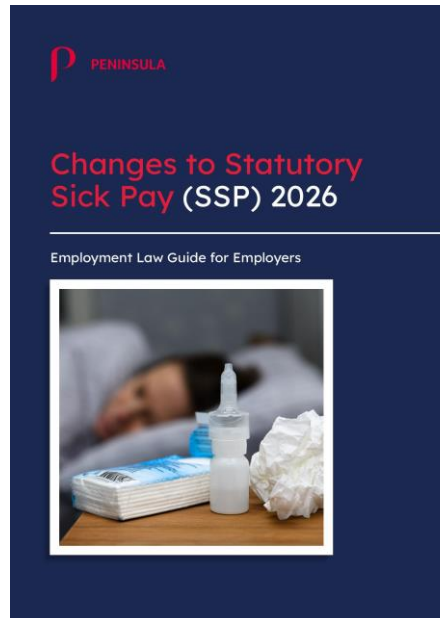


Changes to Statutory Sick Pay (SSP) and what they might mean for you as an employer.



What's actually changing?

From **6 April 2026**, two long-standing rules will disappear:

- No more **three-day waiting period**
- No lower **earnings limit**

In simple terms, your staff will now get SSP **from day one of being off sick**, no matter how much they earn.

SSP will also be worked out differently. Staff will receive **either 80% of their usual pay or the standard SSP rate—whichever is lower**.

Because more people will now qualify earlier (and some who didn't qualify before will now be eligible), as employers, you may see higher costs, especially around short, frequent absences. [The link \(found in the document below\)](#) includes some examples showing how payments will look under the new rules, including weekend absences and very short illnesses.

What does this mean for you?

You may notice an increase in quick, one- or two-day absences once SSP kicks in from day one. Naturally, this could push up absence-related costs and put extra pressure on day-to-day operations.

This briefing encourages you, as an employer, to consult an HR specialist for advice, review your current absence policies, and prepare for the new system. Understanding the updated rules now will make it much easier for you to stay compliant and manage sickness absence smoothly once the changes take effect.

For more information, [click here](#)

Source: Peninsula [[peninsula-uk.com](https://www.peninsula-uk.com)]