

# Statutory Sick Pay changes from April 2026

The main Statutory Sick Pay changes employers need to know from 6 April 2026.

## At a glance

- SSP is payable from the first full day of sickness absence.
- The Lower Earnings Limit has been removed for SSP.
- The weekly rate is £123.25 or 80% of average weekly earnings, whichever is lower.

## What changed from 6 April 2026

- The 3 waiting days have been removed.
- Eligible employees can receive SSP from the first full day of sickness absence.
- Employees can qualify regardless of earnings, subject to the usual SSP eligibility rules.
- SSP is paid at the lower of £123.25 per week or 80% of average weekly earnings.

## What this means for employers

- Sickness absence must be recorded from day one.
- Payroll needs the first full day of sickness absence, not just the fourth day.
- Lower-paid and part-time employees may now qualify where they did not previously.
- Employers may see SSP costs arise earlier and more often.



## Ongoing sickness crossing 6 April 2026

- If someone was already on SSP before 6 April 2026, the new weekly rate applies from 6 April 2026.
- Transitional rules can apply where a sickness absence started before 6 April 2026 and continues afterwards.
- Ask us to review any ongoing sickness case rather than assuming the old rules continue.

## What we need from you

- Absence tracking becomes more important
- Tell us every sickness absence date from the first full day of absence.
- Confirm the employee's normal working days, if these vary.
- Tell us if the sickness started before 6 April 2026 and is still ongoing.

## Useful links

- [SSP changes from April 2026](#)
- [Employer rates and thresholds 2026 to 2027](#)