

Statutory Sick Pay Scheme

The new Statutory Sick Pay Scheme comes into effect on 1 January 2023. Is your business ready?

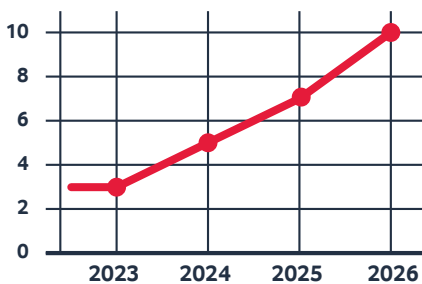
The Statutory Sick Pay scheme aims to provide a minimum level of protection to low-paid employees who have no access to an employer's sick pay scheme.



1. Key dates & numbers

From **01 January 2023**, the new scheme will commence on a phased basis.

By **2026**, employees will be entitled to **10 days' paid sick leave**.



Employers must pay staff **70% of their normal daily wage** while on certified sick leave.

€110

A daily cap of €110 will apply.

2. Key criteria



An employee must supply a **GP certificate**, confirming they're unfit for work and indicating their **expected return date**.

13 weeks

An employee must have at least **13 weeks of continuous employment** with their current employer.



Staff must be incapable of working due to illness/injury on **a day they ordinarily work**.

3. How to prepare



It's essential to **review your employment contracts and sick pay policies** to ensure they comply with the new law when it comes into effect in January.



If you have no sick pay policy in place, you need to **update your handbook** to ensure it complies with your new statutory obligations.



Engage with your payroll team to ensure the new payment obligations will be met and proper records are kept of all new payments.

Still have questions? Speak to a Peninsula Expert

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