






New entitlement to sick pay in Ireland: What you need to know









Welcome to today's webinar




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Presenters



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Bright

Agenda

1. What is SSP?
2. Challenges you may face
3. SSP and what we know so far
4. SSP calculation in payroll – BrightPay
5. Updating your contracts – SSP and the WRC
6. How you can be prepared
7. Questions & Answers

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What is SSP?

- Statutory Sick Pay scheme (SSP)
- The Sick Leave Act 2022 commenced on 1st January 2023
- Rolled out over four years
- SSP entitlements


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The SSP scheme will introduce:

- 3 days of paid sick leave (with a medical cert from GP)
- This will increase to 5 days in 2024, 7 days in 2025, and 10 days in 2026
- This phased roll-out takes into account the current pressures on business
- Employee well-being

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Challenges you may face



-  If you cannot afford to meet SSP obligations – what happens?
-  If you already provide more favourable sick leave benefits to employees

Challenges you may face



-  Taking the time to review existing sick pay schemes/policies
-  Records must be retained by the employer for a period of 4 years

Challenges you may face



-  Employees can make a complaint under the Payment of Wages Act
-  Failure to comply with the record-keeping may result in a fine of up to €2,500
-  Waiting for further guidance on SSP

What happens to annual leave when employees are off sick?




- Sick days will not be counted as annual leave once a medical cert is given
- An employer cannot insist that employees take annual leave days on days they are off sick
- Employees still build up annual leave entitlement while off sick

SSP and what we know so far





- Provide a basic level of protection to workers
- After 3 days of illness, employees can apply for illness benefit
- Different rates apply depending on the employee's earnings

SSP and what we know so far





- SSP is paid at a rate of 70% and with a daily cap
- Additional cost of replacing staff who are out sick at short notice
- How employees qualify for SSP
- Employer guidance – still waiting to be published

SSP and what we know so far

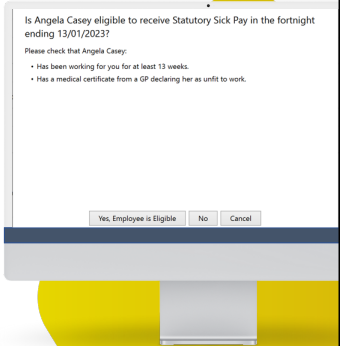


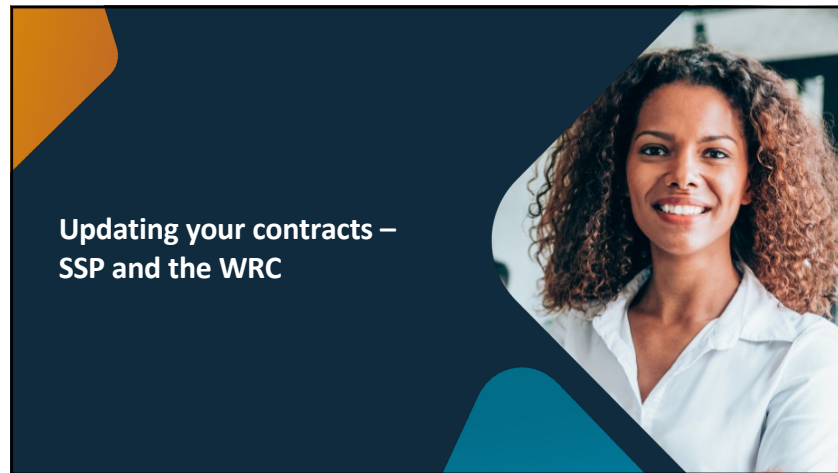
- Ensure that you use payroll software
- Processing payroll manually can result in inaccurate payroll processing
- Manual records are difficult to maintain and store under GDPR
- SSP can and should be a stress-free process

SSP calculation in payroll



- Employers are responsible for paying up to 70% of the employee's normal wage
- Subject to a daily maximum of €110
- The new scheme is a minimum entitlement





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Failing to comply

- An employee can make a complaint to the Workplace Relation Commission (WRC)
- An employee may be awarded up to 4 weeks' remuneration
- Failure to comply with record-keeping may result in a Class C Fine of up to €2,500

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Update your contracts:

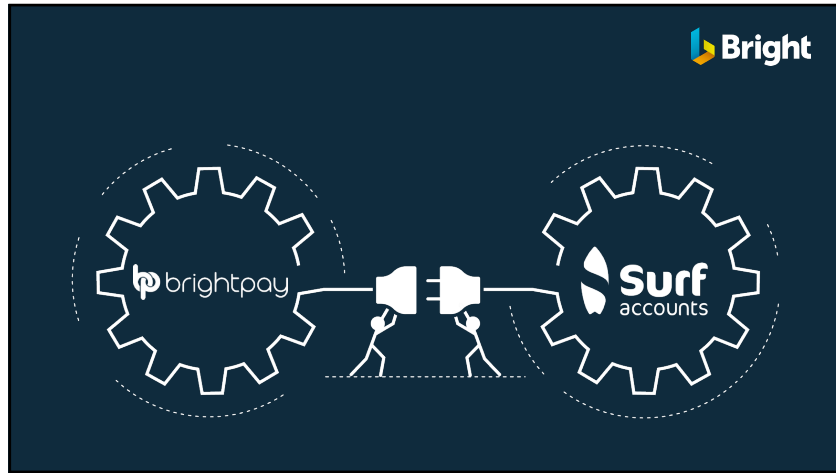
- Contracts and handbooks need to be updated accordingly
- Absence policy is recommended
- Notify employees of any changes

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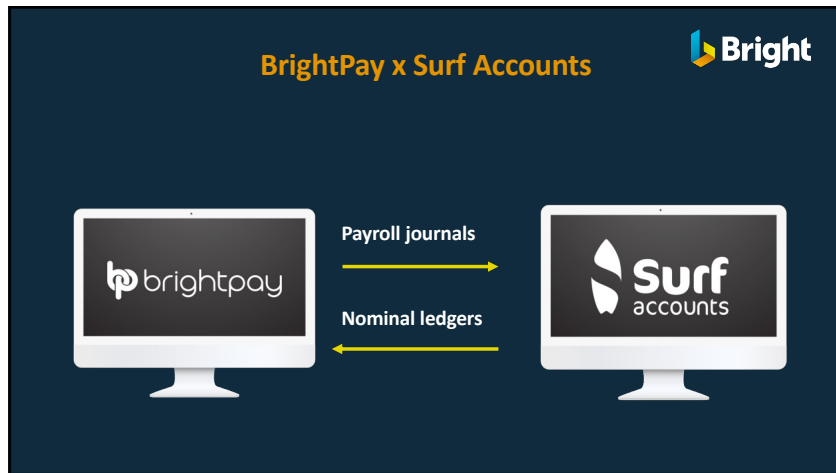
Bright Contracts

Sick Pay

The Company is obliged to pay you statutory sick pay during the first 3 days of absence on grounds of illness. If further leave is required, you should avail of the appropriate Short Notice benefits.



- ### The benefits of integrating BrightPay with Surf Accounts
- Increased efficiency
 - Increased productivity
 - Time savings
 - Reduced errors
 - Data accuracy
 - Simple processing



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