

Coronavirus Statutory Sick Pay Rebate Scheme

The Government have introduced a scheme to help relieve the pressure that businesses are experiencing whilst paying their employees Statutory Sick Pay due to Coronavirus related illnesses.

As the coronavirus pandemic shows no signs of relinquishing its hold on the UK, employers whose staff may have contracted the virus, or have been affected by it, have been paying Statutory Sick Pay for them. The Government is aware of the effect this will have been having on straitened business finances and has now introduce a scheme that should help to relieve the pressure that businesses are finding themselves under.

The Coronavirus Statutory Sick Pay Rebate Scheme, available via an online service from 26th May 2020, will repay the employer the Statutory Sick Pay paid to current and former employees and will cover up to two weeks of sickness starting from the first qualifying day for coronavirus-related illness.

A coronavirus related issue includes any employees that are unable to work because they either have coronavirus (COVID-19) symptoms, cannot work because they are self-isolating due to someone that they live with having symptoms, or are shielding and have a letter from the NHS or a GP telling them to stay at home for at least 12 weeks.

An employer can use the scheme if they are claiming for an employee who is eligible for sick pay due to coronavirus, have a PAYE payroll scheme that was created and started on or before 28th February 2020, or had fewer than 250 employees on 28th February 2020

The scheme covers all types of employment contracts, including:

- full-time employees
- part-time employees
- employees on agency contracts
- employees on flexible or zero-hour contracts
- fixed term contracts until the date their contract ends

Connected companies and charities can also use the scheme if their total combined number of PAYE employees was fewer than 250 on 28th February 2020.

An employer can claim for periods of sickness starting on or after 13th March 2020 if the employee had coronavirus or the symptoms or is self-isolating because someone they live with has symptoms.

The Government has decided that employees who were shielding because of coronavirus could claim Statutory Sick Pay from the 16th April 2020 and so the employer can reclaim the payments made to such employees from that date. The weekly rate was £94.25 before 6th April 2020 and is now £95.85. If the employer pays more than the weekly rate of Statutory Sick Pay, they can only claim up to the weekly rate paid.

Employees do not have to give the employee a doctor's fit note for the employer to make a claim but the business can ask the employee to give either an isolation note which they can obtain from the NHS 111 online service if they are self-isolating and cannot work because of coronavirus, or the NHS or GP letter telling them to stay at home for at least 12 weeks because they are at high risk of severe illness from coronavirus.

More information about the Coronavirus Statutory Sick Pay Rebate Scheme, including what employers will need to apply, is available on the [rradarstation website/Coronavirus AXA Hub](#).



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