

## Sick Pay

### A guide for temporary workers



#### Temporary workers engaged under Contracts for Services

If you are engaged by an agency under a contract for services you will only be entitled to claim Statutory Sick Pay in the following circumstances:

- You are actually engaged on an assignment when you become sick;
- Your average earnings in the 8 weeks immediately before you become sick are over the lower earnings limit for National Insurance;
- You are unable to work on the days on which you would normally work due to sickness for at least 4 days in a row including weekends. If you do not have a normal working pattern your contract may state that you must be unable to work for at least 4 consecutive Wednesdays;
- You can provide evidence of your sickness. Within the first 7 days of sickness this means providing self certification of your sickness and after 7 days you must provide a proper medical note from your doctor;
- You are over 16;
- You are employed in the UK or an EEC member state and are subject to the UK social security system;
- You have not claimed any incapacity benefit, maternity allowance, invalidity pension or severe disablement allowance within the last 57 days;
- You have not been participating in a trade dispute either during or immediately before your sickness;
- You are not within the Statutory Maternity Pay period (but under the revised SMP rules women can choose between SSP and SMP until the baby is born);
- You are not in legal custody.

#### Period of Entitlement

SSP is payable until one of the following occurs:

- your contract/assignment is terminated
- you return to work or are capable of working
- you have received 28 weeks SSP
- you have been incapable of working for periods which together amount to more than 3 years

For further information, please contact the statutory sick pay helpline on **08457 143 143**.