

Memorandum

Subject: Covid-19 Support for businesses

As many of you are already aware the government has put in place some schemes to support businesses during this period of disruption caused by Covid-19.

One of the schemes available is the SSP reclaim. As previously mentioned this is yet to be set up and we are not certain of how and when it can be reclaimed. HMRC are working with employers to get a system in place as soon as possible.

With that in mind we want to update you with some of the SSP eligibility for Covid-19. Due to high demand we ask you look through the advice available sent out by us already and the links as below, to determine if your employees qualify. If you are unsure we are happy to help but please bear with us whilst we look into each case.

<https://www.acas.org.uk/coronavirus>

<https://www.gov.uk/government/publications/support-for-those-affected-by-covid-19/support-for-those-affected-by-covid-19>

After completing some research this is what we know so far -

Employees are eligible to SSP from day 1 if they meet any of the following criteria -

They are experiencing cold/flu like symptoms or suspected coronavirus symptoms
They have come into contact with someone experiencing symptoms (friends/family etc.)
They have been advised by the NHS/Government to stay home, this includes pregnant women & vulnerable people - who counts as vulnerable is shown on website

Currently pregnant women have been told to self-isolate for 12 weeks therefore they will not need any medical evidence and will receive sick pay for this period. We asked ACAS what would happen if this was to effect their qualifying earnings and they could not give us an answer as of yet, due to this information not being realised. They are currently unsure, if their earnings did fall below the eligibility for SMP, if the situation would be taken into consideration or not.

We are assuming the same goes for vulnerable people - they should receive sick pay the whole time they are advised to self isolate with or without medical evidence, for the time being.

SSP should not be paid to employees who are choosing to self-isolate without meeting the above, they said they should be encouraged to use annual leave and apply for universal credits. ACAS have said all of the information they have regarding who meets the criteria and who doesn't is shown on the website, if an employee does not fall into this they should not receive SSP for Covid-19.

We will update you with information when released, please look out for this on the links provided also.