



EMPOWERING PEOPLE.



BUILDING SKILLS.



CREATING OPPORTUNITY.



YOUR HEALTH MATTERS.
YOUR RIGHTS MATTER.
WE'RE ALL HUMAN.

This guide explains your rights when you're unwell at work, your sick pay entitlement and the support available to help you recover and return to work.

SICK LEAVE & SICK PAY



1. REPORTING SICKNESS

- Tell your employer as soon as possible that you're unable to work.
- Follow your employer's sickness reporting procedure.
- Keep your employer informed if your sickness absence continues.
- Check your staff handbook or employment contract for your organisation's absence policy.



2. STATUTORY SICK PAY (SSP)

- Eligible workers are entitled to Statutory Sick Pay (SSP) from the first qualifying day of sickness absence.
- From 6 April 2026, the lower earnings limit was removed, meaning more workers qualify for SSP.
- SSP is paid at 80% of your average weekly earnings or the statutory weekly rate (£123.25), whichever is lower, for up to 28 weeks.
- Your employer should explain how SSP applies to your employment.



SSP FROM DAY ONE

Eligible workers receive SSP from the first qualifying day of sickness absence.



3. COMPANY SICK PAY

- Some employers provide Occupational or Company Sick Pay in addition to SSP.
- Check your employment contract or staff handbook to understand what you're entitled to.
- Company Sick Pay schemes vary between employers.



4. FIT NOTES

- You can normally self-certify your sickness for the first 7 calendar days.
- If you're off sick for more than 7 calendar days, your employer may ask for a fit note.
- A fit note may state that you're not fit for work or may be fit for work with appropriate adjustments.



FIT NOTE FACTS

Fit notes are issued by a GP or other healthcare professional.



5. RETURNING TO WORK

- Stay in contact with your employer during longer absences.
- Your employer should support a safe return to work.
- If you have a disability or long-term health condition, you may be entitled to reasonable adjustments under equality law.



YOUR EMPLOYER SHOULD SUPPORT YOUR RECOVERY AND RETURN.



REMEMBER



Follow your employer's sickness reporting procedure.



Keep copies of any fit notes or medical evidence.



Ask questions if you're unsure about your sick pay entitlement.



Speak to your employer if you need support returning to work.



Looking after your health is important—for you and your workplace.



NEED SUPPORT?

Drae & Dre Collective CIC can help you understand your employment rights and signpost you to further support.



VISIT OUR WEBSITE
www.draeanddre.com



This guide provides general information and should not be taken as legal advice. It is based on current UK employment law for most adult workers (18+) in Great Britain. Some occupations and workers under 18 may have different legal entitlements. Statutory payment rates and employment legislation may change over time.



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