

Cascade

Coronavirus - SSP Waiting Days

March 2020



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Coronavirus

Removal of SSP Waiting Days for those who self-isolate

On the 4th of March, to combat the spread of Coronavirus, the Government announced that workers will receive statutory sick pay from their first day off, not the fourth. This means that employee's will not have any waiting days associated with their SSP calculation.

What does this mean?

Here we will assume the 2020/2021 SSP rate is £95.85 and a qualifying pattern of Monday to Friday.

SSP Rules

If the employee was off for five days Monday to Friday, three are classed as waiting days and two are qualifying days. If the employee earns more than the LEL (£120 per week 2020/2021) they would be paid: $2 * (95.85/5) = £38.34$.

For those employees that self-isolate the SSP paid would be: $5 * (95.85/5) = £95.85$

Are we amending the software?

We will not be changing the way the software calculates SSP because the rules only apply to those who are self-isolating for coronavirus.

What do I do in the payroll software?

You will need to manually override the calculated SSP in the Payroll Software.

After the sickness record has been synchronised across to the Employees Pay Record:

1. Go to **Input > INPUT STATUTORY SICK PAY** screen and select **Update**

Viewing: (33098) Richard Brown Domino Electric (Monthly) - Period 1, 2020

INPUT STATUTORY SICK PAY Details History Input ⏪ ⏩ ⏴ ⏵

SSP Payments

Table History

Payment History

Amount Paid to Date	0.00
Override Average Weekly Earnings	No
Average Weekly Earnings	727.8853
Previous PIW	0.00
Sick Integrated This Period	Yes

First SSP Day	Last SSP Day	Qualifying Days	SSP Days	SSP Rate	Total	Actions
01/03/2020	07/03/2020	5	2	94.25	37.7	

i Current SSP payment does not link to an existing PIW. Please reset the Previous PIW value to zero.

Back to Group
 Update
 Clear
 Excel Export

- Then select **Edit** against the record

Viewing: (33098) Richard Brown Domino Electric (Monthly) - Period 1, 2020

INPUT STATUTORY SICK PAY Details History Input ⏪ ⏩ ⏴ ⏵

SSP Payments
NIable History
Payment History

Amount Paid to Date	0.00
Override Average Weekly Earnings	<input type="checkbox"/>
Average Weekly Earnings	<input type="text" value="727.8853"/>
Previous PIW	<input type="text" value="0.00"/>
Sick Integrated This Period	Yes

First SSP Day	Last SSP Day	Qualifying Days	SSP Days	SSP Rate	Total	Actions
01/03/2020	07/03/2020	5	2	94.25	37.7	[Edit] remove

➕ Add SSP Payment

Save
 Cancel

a pop up will appear that holds the SSP record details

Edit SSP Payment

First SSP Day	<input type="text" value="01/03/2020"/> ⏪ ⏩ ✖
Last SSP Day	<input type="text" value="07/03/2020"/> ⏪ ⏩ ✖
Qualifying Days	<input type="text" value="5"/> ▼
SSP Days	<input type="text" value="2"/>
SSP Rate	<input type="text" value="Relevant HMRC Rate"/> ▼

✔ OK ✖ Cancel

- Override **SSP Days** by the number of days you want to process then click **OK**

Edit SSP Payment

First SSP Day	<input type="text" value="01/03/2020"/> ⏪ ⏩ ✖
Last SSP Day	<input type="text" value="07/03/2020"/> ⏪ ⏩ ✖
Qualifying Days	<input type="text" value="5"/> ▼
SSP Days	<input type="text" value="5"/>
SSP Rate	<input type="text" value="Relevant HMRC Rate"/> ▼

✔ OK ✖ Cancel

4. Save the record then go to **PAYSLIP PREVIEW** and click **Calculate**

Viewing: (33098) Richard Brown Domino Electric (Monthly) - Period 1, 2020

INPUT STATUTORY SICK PAY Details History Input ⏪ ⏩ ⏴ ⏵

SSP Payments	Amount Paid to Date	0.00
NIable History	Override Average Weekly Earnings	<input type="checkbox"/>
Payment History	Average Weekly Earnings	<input type="text" value="727.8853"/>
	Previous PIW	<input type="text" value="0.00"/>
	Sick Integrated This Period	Yes

First SSP Day	Last SSP Day	Qualifying Days	SSP Days	SSP Rate	Total	Actions
01/03/2020	07/03/2020	5	5	94.25	94.25	[Edit] [Remove]

i Current SSP payment does not link to an existing PIW. Please reset the Previous PIW value to zero.
 ➕ Add SSP Payment

Save
Cancel