

COVID-19: Quick Reference Guide to Entitlement to SSP (and contractual company sick pay if relevant)

For full guidance on how to manage cases in any of these categories, please see guidance: [COVID 19 – What should I pay an employee who is in either enforced or self-isolation?](#) on our [Coronavirus advice hub](#).

<i>Our workplace is operating. A team member does a job which can't be done from home and they are...</i>				
<i>Unfit to work due to Coronavirus</i>	<i>Showing symptoms of Coronavirus, but it has not been diagnosed</i>	<i>Unfit to work because of another type of ill health</i>	<i>Self-isolating because a member of their household is showing symptoms</i>	
They will be entitled to SSP and therefore contractual company sick pay if relevant.	Government guidance is to self-isolate for 7 days. They will be entitled to SSP and therefore contractual company sick pay if relevant.	They will be entitled to SSP and therefore contractual company sick pay if relevant.	Government guidance is to self-isolate for 14 days. It appears that they will be entitled to SSP and therefore contractual company sick pay if relevant~.	
<i>Self-isolating because they have been advised to do so by a medical professional or government guidance</i>	<i>Self-isolating because they are in a category of employees advised to be 'particularly stringent' with social distancing*</i>	<i>One of those people who the NHS has contacted as 'shielded' for 12 weeks from w/c 23 March**</i>	<i>A parent or carer of school-age children and are unable to attend work</i>	<i>Choosing to self-isolate to protect a vulnerable member of their household or themselves</i>
They will be entitled to SSP and therefore contractual company sick pay if relevant~.	Government guidance is to practice social distancing. They may take holiday or request unpaid leave.	In our view they will be entitled to SSP and therefore contractual company sick pay if relevant.	They will be entitled to dependent care leave (unpaid). They may take holiday or unpaid leave.	They may request unpaid leave or take holiday.
<p>Note: All references to entitlement to SSP are from the first day of absence.</p> <p>* See the Government's Guidance here</p> <p>** See the Government's Guidance here</p> <p>~ There is a technical legal argument that company sick pay may not be due in these circumstances. Please contact us if you would like to discuss this further.</p>				

For more information click [here](#) for our Coronavirus Advice Hub