

OCCUPATIONAL SICK PAY (OSP)

Occupational sick pay is provided in accordance with national terms and conditions. Entitlement is dependent upon your continuous local authority service at the start of the absence **less** any paid period(s) of sickness absence in the preceding 12 months.

Notes:

- If you received any redundancy payment from a listed previous local authority employer in the [Redundancy Payments \(Continuity of Employment in Local Government etc\) \(Modifications\) Order 1999](#) only the current period of service with the Council can be counted.
- If you have less than 26 weeks' continuous service at the start of your absence (18 weeks' for Teachers), there will be no OSP, but you may be entitled to Statutory Sick Pay (SSP).
- There is no obligation on the Council to wait until sickness allowance is exhausted before seeking to consider your continued employment and future contractual status.
- As a guide, normal pay during sickness absence is normal basic pay plus any contractual payments which would have been earned in respect of non-standard working hours i.e. night allowance/shift allowance.
- The entitlement applicable at the start of the absence remains fixed for the entire duration of that absence. Even if an employee reaches a service milestone during their absence that would normally increase their entitlement, this change does not apply retrospectively. Any increased entitlement will only be applied to future periods of absence that begin **after** the milestone is reached.
- It should be noted that any sickness adjustments for half pay, or no pay will be deducted in full from the first available pay date; this may be the following month or later dependant on when your absence has been recorded by your Manager.

Sickness Entitlement

Single Status, Craft and Chief Officer Employees.

Length of Service at start of absence	Full Pay	Half Pay
Less than 26 weeks	NIL	NIL
26 weeks but less than 1 year	5 Weeks	5 Weeks
1 year but less than 2 years	9 Weeks	9 Weeks
2 years but less than 3 years	18 Weeks	18 Weeks
3 years but less than 5 years	22 Weeks	22 Weeks
5 Years or More	26 Weeks	26 Weeks

Teachers and Associated Professionals

Length of Service at start of absence	Full Pay	Half Pay
Less than 18 weeks	NIL	NIL
18 weeks but less than 1 year	31 Days	31 Days
1 year but less than 2 years	61 Days	61 Days
2 years but less than 3 years	122 Days	122 Days
3 years but less than 5 years	152 Days	152 Days
5 Years or More	183 Days	182 Days

As stated in the national terms and conditions for all employee groups, sickness entitlement is calculated on a rolling year basis. Any paid absences in the preceding 12 months from the first date of sickness absence is initially deducted from full entitlement and therefore employees will only receive the entitlement above providing no previous paid absences have been processed in the rolling year.

Pay Calculations In Detail

Single Status

- Full Pay
 - If you are entitled to full pay for your sickness absence period, you will receive a payment that, when combined with SSP (where applicable), equals your normal daily rate of pay.
- Half Pay
 - If you are entitled to SSP, you will receive a payment equal to half your normal daily rate of pay, plus SSP, as long as the combined amount of occupational and statutory sick pay does not exceed full pay.
 - If you are not entitled to SSP, or your SSP entitlement has ended, you will receive a payment equal to half your normal daily rate of pay. You must ensure that any benefits being paid from DWP plus half pay from PKC does not exceed your normal full pay. If this is the case, you are required to inform DWP.

Teachers

- Full details can be found in the [SNCT Handbook Paras 6.12 to 6.16](#)

See also

[Pregnancy Related Sickness Absence](#)
[Sickness Absence due to Industrial Injury or Disease](#)