

# Croner Compliance: Updating Statutory Payments - SSP

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With Malia Jamison & Leanna Bishton

Date: 10/03/26

Run Time: Approx 40 Mins

**24/7 professional support for businesses,  
across **Employment Law, HR and Health & Safety****



The detail contained within this webinar is based on GB & Northern Ireland employment legislation.

Members in the jurisdictions of the Republic of Ireland, Jersey, Guernsey and Isle of Man are asked to please contact the Advice Service to obtain the information relevant to your jurisdiction.

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# Today We Will Cover

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- **Navigating SSP changes**
- **How to update your contracts and payroll to ensure every slip is accurate**
- **Absence Reporting Processes for Day-One SSP**

**Please put your questions in the chat!**



# Hard hitting reality

- 2026 is going to be a busy year for employment law changes
- Changes will affect over 28 areas of employee management
- 173 separate pieces of law to be written/amended
- Laws will be spread over next 2 years
- Vast majority of changes will affect every employer in the UK regardless of size



# The biggest changes

- Statutory sick pay expansion – April 2026
- Family Leave/Payments – 6<sup>th</sup> April 2026
- Introduction of Fair Work Agency – April 2026
- Requirement to inform of right to join a union – October 2026
- Increased harassment obligations – October 2026
- Unfair dismissal protection – 1 January 2027

# Statutory Sick Pay



## Statutory Sick Pay – Key Changes from April 2026

- Removal of Lower Earnings Limit
- Payable from the first day of absence
- Calculation of SSP Payments: The lower of either 80% of weekly earnings or the flat rate of £123.25
- Transitional Rules
- Linked Periods of Absence
- Enforcement



## Statutory Sick Pay – Why the changes?

- Government Objectives:
  - Increasing inclusivity
  - Enhancing support
  - Encouraging Recovery
- Economic and Social Impact:
  - Addressing Inequalities
  - Reducing Absence Costs
  - Supporting Workforce Health



## Statutory Sick Pay – Impacts for Employers

- Increased Costs
- Short-Term Absences
- Payroll Adjustments
- Policy and Documentation Updates
- Preventing Abuse of new system
- Improved Monitoring
- Increased Absence Rates
- Compliance Requirements
- Risk of Penalties



# Updating your Payroll, Policies & Contracts



## Statutory Sick Pay – Updating Payroll

- Software Updates
- Training
- Testing
- Third-Party Providers
- Record-Keeping



## Updating Payroll - bright<sup>hr</sup>

- BrightHR Payroll
  - Built for small businesses that want easy automation, accurate calculations
  - Access to a UK-based payroll advice team when you need it
  - Reduce your risk of fines or falling behind on HMRC payments
  - Record staff hours easily with our clock in and out app
  - Track employee working hours accurately and generate timesheet reports



# Statutory Sick Pay – Updating Contracts/Policies

- Sickness Absence Policy
- Trigger Points
- Consistency
- Employee Communication
- Contracts and Handbooks



## Updating Contracts & Policies -



- Download expertly written HR document templates and customise them to your needs
- Save time by uploading HR documents in bulk to our secure system
- Produce reports to see at a glance which of your team have read and accepted important documents
- Meet your legal record-keeping obligations by maintaining an archive of all your documents
- Request your annual documentation review via your account.



# Absence Reporting Processes for Day-One SSP



## Changes to the Process Under Day-One SSP

- Immediate Reporting of Absences
- Review Notification Rules
- Record Keeping
- Self-Certification Forms
- Line Manager Involvement
- Communication and Training



# Croner Face2Face - Absence Management Training

- Comprehensive Absent Management Training Available:
  - Understanding how to manage absences.
  - Recognising the different types of absences.
  - Understanding the notification process and the importance of adhering to this.
  - Conducting return-to-work interviews.
  - Understanding how the Medical Capability process works.
  - An overview of the Equality Act 2010.
  - Dealing with stress related absence including understanding potential stress triggers and how to proactively manage such absences.



## Croner EAP

- Free 24/7 counselling, legal and information line
- Critical incident advice and telephone support
- Online health portal and access to the Wisdom App
- Relationship management support and usage reporting
- Management support line and counselling
- Manager support guide
  
- EAPs have been proven to provide the following outcomes:
  - 72% employees back in work after therapy
  - 35% decrease in presenteeism
  - 35% decrease in workplace distress
  - 20% increase in life satisfaction



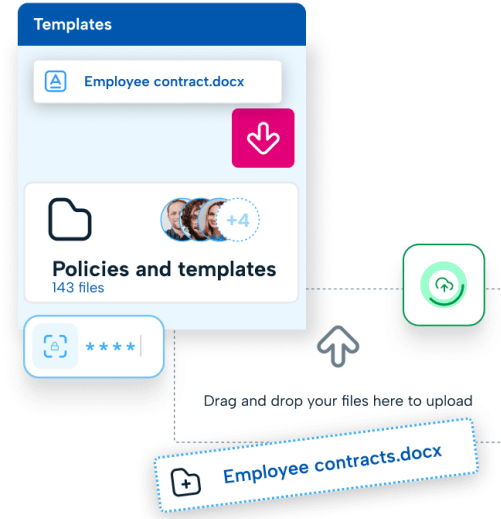
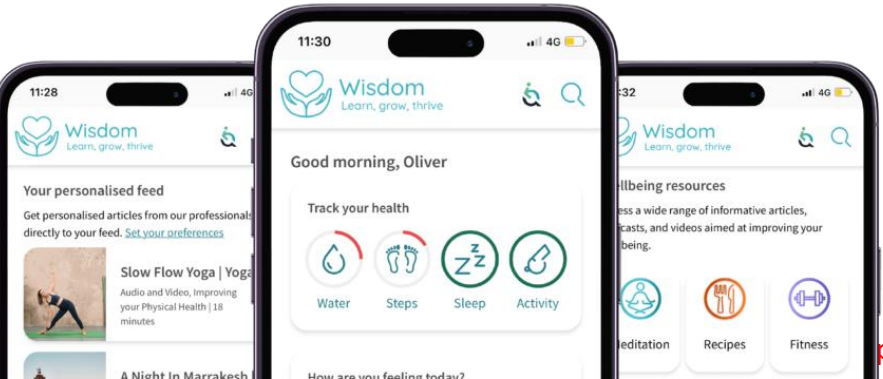
# Additional Support Resources Reminder

health assured

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wisdom wellbeing

Croner  
Face2Face



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# Next Weeks Session

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Croner Compliance: Master Probation Periods & Short Service Dismissals

Wednesday 8<sup>th</sup> April 2026 @ 2:30pm



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What is the definition of 'unfair dismissal'?

What is DSE?

What are the health risks associated with work related stress?

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# Thank you!

Any questions

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