

Levelling the playing field: Fairer conditions for workers with a disability in relation to Statutory Sick Pay

This conference believes that the current administration of Statutory Sick Pay (SSP) puts members with a disability at a disadvantage due to SSP normally only starting after 4 consecutive days off sick. This particularly impacts on those with a hidden disability or those whose condition affects them severely on occasional days.

This conference further believes that this issue leads to loss of earnings for members who this issue affects; this includes some employers viewing disability-related absence from work as sickness and creating a hostile work environment for employees who have to take days off due to their disability on a regular basis.

Conference notes the disproportionate impact the COVID-19 pandemic has had on those with disabilities and that many disabled workers, particularly those in the at-risk groups including those previously told to shield for periods of time as part of the Clinically Extremely Vulnerable (CEV) group, remain extremely vulnerable. Conference notes the need for employers to ensure that disabled workers are not penalised either financially or otherwise due to time off directly or indirectly related to their condition. Conference further notes the detrimental financial impact the pandemic has had on many, worsened by the restrictions around payment of SSP.

This conference calls upon the National Disabled Members Committee to lobby the UK Government to amend legislation to enable more timely payment of SSP and work with the Regional disabled members committees, Self-Organising Groups and local branches to mount a national campaign to change the way SSP works for members with a disability.