

## OCCUPATIONAL SICK PAY (OSP)

OSP is dependent upon your **continuous** local authority service at the start of absence as set out in the table below less any period(s) of sickness absence in the preceding 12 months.

### Notes:

- 1 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.
- 2 If you have less than 26 weeks' continuous service at the start of your absence, there will be no OSP but you may be entitled to Statutory Sick Pay (SSP).
- 3 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.
- 4 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, shift, or standby working.
- 5 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 dependent on when your absence has been recorded by your Manager.

Service	Full Pay	Half Pay
Less than 26 weeks service	nil	nil
26 weeks but less than 1	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

Pay	Calculation
Full Pay	<ul style="list-style-type: none"> <li>• Where entitled to SSP, a sum equal to full normal pay.</li> </ul>
	<ul style="list-style-type: none"> <li>• Where not entitled or no longer entitled to SSP, a sum which when added to the benefits payable under legislation gives a sum equal to full normal pay.</li> </ul>
Half Pay	<ul style="list-style-type: none"> <li>• Where entitled to SSP, a sum equal to half normal pay, provided that this sum when added to the SSP does not exceed full normal pay.</li> </ul>
	<ul style="list-style-type: none"> <li>• Where not entitled or no longer entitled to SSP, a sum equal to half normal pay, provided that this sum when added to the benefits payable under legislation does not exceed full normal pay.</li> </ul>

### ***Teaching***

For full details on OSP and sick pay please refer to the [SNCT Handbook of Conditions of Service](#).