

An employee would not qualify for SSP in the following circumstances:

- (a) the employee claimed Incapacity Benefit or Severe Disablement Allowance during the last 8 weeks, or you are entitled to the 52 week benefit protection so you may be able to get Incapacity Benefit or Severe Disablement Allowance instead of SSP;
- (b) the employee is no longer going to work for the employer;
- (c) the employee's contract of employment has expired;
- (d) the employee's contract of employment has been brought to an end;
- (e) the employee has been getting SSP for 28 weeks or has already had SSP for 28 weeks (including 'linked' periods of no more than 56 days apart);
- (f) in the eight weeks prior to becoming sick, the employee's average earnings were below the Lower Earnings Limit (LEL);
- (g) the employee is aged under 16 or aged 65 or above;
- (h) you are expecting a baby soon or have just had a baby (maternity pay may be due);
- (i) the employee has during the previous 3 years had periods of incapacity for work and has never been back at work for more than 8 weeks before going sick again;
- (j) the employee's period of sickness begins when there is a trade dispute unless the employee can show he or she had no direct interest in the dispute;
- (k) the employee is in legal custody or is serving a term of imprisonment on the first day of sickness or is now in legal custody or sentenced to a term of imprisonment;
- (l) the employee was working outside the UK on the first day of sickness and the School was not liable to pay employer's Class 1 NI contributions on your earnings on that day;
- (m) the employee has not yet started for the employer.