

If sick pay runs out

Employees will [build up paid holiday](#) if they're off sick, even if they're not getting sick pay.

If someone's sick pay runs out, they might be eligible for benefits from the government. There is advice for [getting money while off sick on the Citizens Advice website](#).

4. What happens to the job

Even if sick pay runs out, there's still an employment contract between the employer and the employee.

The employee should keep:

- reporting their sickness to the employer
- following the employer's rules for sickness

The employer should:

- [keep in touch](#) with the employee while they're off
- be clear about sick pay entitlement and when it's due to run out

If sickness is affecting an employee's ability to do their job, the employer might decide to [review the situation](#).

This can help the employer plan:

- how to cover the work while the employee is off
- any support or adjustments that might help the employee return to work
- the [employee's return](#), once they're well enough
- what happens to the job if the employee is not able to return

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