



Sickness Leave Rules in Bulgaria

The granting and payment of short-term benefits and state social security allowances

The entitlement of individuals to such benefits is conditional on their coverage and participation in compulsory social insurance for periods preceding the occurrence of a particular risk.

The documents for determining the entitlement to and the number of short-term cash benefits and allowances from the State social insurance shall be submitted to the competent territorial division of the National Social Insurance Institute (NOI)

The following shall be paid from the State social insurance funds:

1. Cash benefits for temporary incapacity for work - sickness;
2. Cash benefits in case of employment;
3. Maternity cash benefits;
4. Cash benefits for unemployment under the Social Insurance Code;
5. Cash unemployment benefits under the Defence and Armed Forces of the Republic of Bulgaria Act;
6. Cash benefits from the State Social Insurance. As an employer in Bulgaria, you are required to provide sick leave to your employees in case of illness or injury.

What you need to know as an employee:

Reporting sick leave: When an employee is unable to work due to sickness, the employee should inform you as his/her employer as soon as possible, preferably on the first day of absence. The employer should keep a record of his/her absence and the reason for it.

Medical certificate: If an employee is absent due to sickness for more than three consecutive working days, the employee will need to provide a medical certificate from a doctor. This certificate should state the nature of the illness and the expected period of absence.

Payment during sick leave: As an employer, you have to pay **sick pay for the first three** consecutive days of the employee's absence. After that, the Bulgarian social security system will provide sick pay. The employer should fill out and submit a sick leave payment application to the National Social Security Institute (NOI) for the employee.

The employee will receive 80% of his/her average daily wage for the days of the sickness absence, starting from the fourth day of his/her absence.