



LATEST FURLOUGH ADVICE

Scheme extended until the end of June



The Government have introduced a Job Retention Scheme in response to the Covid-19 Pandemic. This means businesses may 'furlough' their employees to prevent redundancies. During furlough the employee is not to carry out any work for the business and will receive 80% of their wage up to £2,500 per month. Businesses can claim this back from the government when the online portal goes live at the end of the month.

- Temporary scheme from 1st March 2020 for 4 months.
- 3-week minimum furlough period.
- Now available for employees who started on or before 19th March 2020. This is subject to a RTI being submitted by this date.
- Apprentices can now be furloughed and continue to train, however employers must pay apprentices for their time training.
- Individuals can furlough employees provided they pay them through PAYE (e.g. nannies).
- Employers can re-employ employees that left after 28th February 2020 and place them on furlough (even if you do not re-employ them afterwards).
- You can furlough employees who went on unpaid leave after 28th February 2020.
- Employers can now choose to furlough employees who are shielding or on long term sick.
- You can now furlough employees who are on sick leave if their role would have been furloughed due to business reasons. They would no longer receive sick pay.
- If an employee becomes sick whilst on furlough it is up to the employer whether they take them off furlough and pay them statutory sick pay instead.
- Employees with caring responsibilities (e.g. with children) can now be furloughed.
- Fixed term contracts can be extended during furlough period.
- Company directors can now be furloughed if they are paid a salary through PAYE - they can only carry out duties to fulfil statutory obligations to the company, not to generate revenue or provide services.
- Agency workers can now be furloughed by the agency. During furlough they cannot perform any work for the agency even if it is for a different client.
- Office holders, salaried members of Limited Liability Partnerships and Limb (b) workers can now be furloughed providing they are paid through PAYE.
- The online service for making claims is going live the week commencing 20th April 2020.

If you have any further questions or would like a no obligation call to discuss any of this further, please call one of our advisors on 01904 896492 or visit coronavirus@wwrhr.com