

my@toolkit

Furlough scheme update:  
how businesses can adapt



# Thrive

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# What is the furlough scheme?



For any employee “by reason of circumstances as a result of coronavirus or coronavirus disease”.

80% of salary, up to £2,500. Employer can top up.



Annual leave paid at 100% - can they be forced to take annual leave?

Obtain written agreement – keep for six years. Employers cannot be obliged to furlough employees.



# What are the changes?

- Changes to contributions
- Flexible furlough – can work for employer from 21 July and be furlough
- Self-employment Scheme extension

# Changes to Contributions

	June	July	August	September	October
<b>Government Contribution: employer NICs and pension contributions</b>	Yes	Yes	No	No	No
<b>Government Contribution: wages</b>	80% up to £2,500	80% up to £2,500	80% up to £2,500	70% up to £2,187.50	60% up to £1,875
<b>Employer contribution: employer NICs and pension contributions</b>	No	No	Yes	Yes	Yes
<b>Employer contribution: wages</b>	-	-	-	10% up to £312.50	20% up to £625
<b>Employee receives under the furlough scheme</b>	80% up to £2,500 per month	80% up to £2,500 per month	80% up to £2,500 per month	80% up to £2,500 per month	80% up to £2,500 per month
<b>Flexible Furlough available?</b>	No	Yes	Yes	Yes	Yes

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## Flexible Furlough

Staff must already be furloughed to use the scheme (and for at least 3 weeks) – unless returning from parental leave

Employees can be placed on flexible arrangements (e.g. 60:40, 50:50) and the furlough scheme will pay 80% for unworked hours

Employees cannot do any work for their employer during unworked/furloughed hours.

The minimum three week period no longer applies; so the flexible pattern can be changed on a weekly basis.

Think about discrimination – can shielded employees or parents return right now, even flexibly?

# Redundancy Consultation and Notice whilst Furloughed

- 100% or 80% pay for consultation?
- Does the consultation amount to work?
- What do we pay for redundancy pay?
- How do we calculate this?



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# Any Questions?

Follow us on our socials to keep up with our projects:

Jodie Hill



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