

WHAT DOES FURLOUGH MEAN FOR EMPLOYERS?

Employers can use a portal to claim for 80% of furloughed employees' (employees on a leave of absence) usual monthly wage costs, up to £2,500 a month, plus the associated Employer National Insurance contributions and minimum automatic enrolment employer pension contributions on that wage.

HOW MUCH CAN I CLAIM?

80% of your employees' wages (even for employee's on National Minimum Wage) - up to a maximum of £2,500.

DOES THIS APPLY FOR PART-TIME STAFF?

Yes – you can claim for the 80% of the employee's salary, as of 19th March 2020, before tax.

CAN I FURLOUGH STAFF IF I PUT THEM ON REDUCED WORKING HOURS?

If an employee is working, but on reduced hours, or for reduced pay, they will not be eligible for this scheme.

CAN I FURLOUGH STAFF WHO ARE ON SICK LEAVE?

If your employee is on sick leave or self-isolating, they'll be able to get Statutory Sick Pay. You cannot claim for employees while they're getting Statutory Sick Pay, but they can be furloughed and claimed for once they are no longer receiving Statutory Sick Pay.

WHAT IF MY EMPLOYEE HAS A SECOND JOB?

If your employee has more than one employer they can be furloughed for each job. Each job is separate, and the cap applies to each employer individually.

Employees can be furloughed in one job and receive a furloughed payment but continue working for another employer and receive their normal wages.

CAN MY STAFF DO VOLUNTEER WORK DURING THE PERIOD OF FURLOUGH?

A furloughed employee can take part in volunteer work, if it does not provide services to or generate revenue for, or on behalf of your organisation. We at Impact encourage this and are urging our staff to give back in the community should they wish in accordance with the public health guidance.

CAN MY EMPLOYEE CONTINUE WITH ANY TRAINING THEY ARE COMPLETING?

Furloughed employees can engage in training, as long as in undertaking the training the employee does not provide services to, or generate revenue for, or on behalf of their organisation. Furloughed employees should be encouraged to undertake training.

We at Impact have multiple staff members continuing with their REC qualifications and it's a perfect time for them to really get stuck in.

CAN STAFF DO ANY WORK DURING FURLOUGH?

You cannot ask your employee to do any work that makes money for your organisation or provides services for your organisation, so this is a firm No.

Instead, encourage them to use this time for self-development, training and volunteering opportunities.