



The “F word” – Final countdown

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The **new** landscape

- Furloughed staff
- Government restrictions – easing
- Returning to work
- Cost cutting needed
- Efficiencies
- Timings

Reclaim Statutory Sick Pay

- Portal open
- Reclaim for Covid-19 related sickness absences
- Maximum 2 weeks
- Small and medium sized businesses
- Relevant dates:
 - 13 March – symptoms
 - 16 April - shielding

The CJRS

- 2 tiers
 - Until end July 2020
 - Current arrangements
 - No work
 - 80% covered by HMRC
 - Cut off date?

The CJRS

- From August to end October 2020
 - “tapering down”
 - Facilitating a return to trading/opening up
 - No clear guidance yet – end of May!
 - Contribution from employer (+ NI)
 - Part time working

Self-employed

- Self-employment Income Support Scheme
- 80% of income reclaimable
- Pending decision to axe?
- Watch this space...

Disciplinarys & Grievances

- ACAS Guidance
- CAN commence/continue whilst employees on furlough:
 - Is it reasonable?
 - “normal” procedural considerations apply – ACAS Code
 - Health and wellbeing of all employees involved
 - If furloughed, must be voluntary participation
 - Health & safety considerations

Holidays on furlough

- Full pay – top up
- Can you oblige workers to take holiday?
- Rest, relaxation and leisure
- Special care with those shielding
- Bank holidays

Any questions



Contact details



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