

Due to the ever-changing situation with regards Coronavirus, the information provided in this leaflet may become outdated. For the most up to date information you should consult the UK and Scottish Government websites.

UK Government's Job Retention Scheme

You may be aware that the UK Government announced that they will reimburse 80% of the employee wages of those who could otherwise be laid off by their employers because of the impact of COVID-19. This would be achieved through the Government Job Retention Scheme and affected employees will be put on what is called "Furlough Leave".

Below are some of the key points that may be useful to note:

- All UK employers can access the scheme (e.g. limited companies, sole trader, LLPs, charities).
- The scheme is designed to help employers retain those employees who would otherwise be made redundant or put on a period of unpaid leave.
- Employees will have to be designated by their employers as "furloughed" and notified of this designation.
- Most employment contracts do not include a clause around "Furlough Leave". Therefore, employers will require formal agreement from employees and this consent would be recorded in contracts of employment.
- The Government has said it will reimburse the employer 80% of salary per employee up to £2,500 per month.
- In order to participate in the scheme, the employer should submit information to HMRC about the employees.
- To qualify the employee must not carry out any work for the employer for the furlough leave.
- The scheme will run from three months from 1 March 2020, but the Government has said it will be extended as necessary.
- The Government has also introduced changes to statutory sick pay to help those sick and self-isolating.