

AZebra Job Retention Scheme

Key Facts

What we know so far

The Coronavirus Job Retention Scheme is a temporary scheme open to all UK employers for at least three months starting from 1 March 2020. It is designed to support employers whose operations have been severely affected by coronavirus (COVID-19)

- Employers make the decisions to Furlough workers based on their company policy
- Employees who are unable to work due to Covid19 can be designated as “furloughed workers” depending on the employer’s company policy
- Employers that wish to Furlough employees will need to have registered them via a new HMRC portal that is yet to be launched
- The government has indicated the scheme will be up and running by the end of April 2020
- Furloughed employees must have been on an active assignment and on PAYE payroll on 19th March 2020
- The government will pay up to 80% of furloughed workers’ salary - up to £2,500 per month
- The payment will be subject to Tax and National Insurance
- The payment is given to employers in the form of a grant to enable them to be able to pay the furloughed workers
- The pay can be backdated to 1 March 2020 and will also be applicable to employees made redundant before the Coronavirus Job Retention Scheme was announced if employers rehire them
- Contractual agreements will need to be drawn up to reflect new employment status
- If you have two jobs, each job is treated separately, meaning you are able to either:
 - continue to work for their other job
 - be furloughed for both jobs (depending on company policy)
- Employees on sick leave or self-isolating cannot be furloughed, but can be furloughed after sickness period
- The scheme will run for a maximum of 3 months and employees cannot work during that period

