



How to get the best out of the flexible furlough scheme

Today the Government announced further relaxation of their restrictions starting from 4th July. This means businesses can really start thinking about getting back to some sort of normality. We are keen to support you in getting team members back to work, meeting your businesses needs and making the best use of the ongoing financial support available from the Government.

Being empathetic and honest about the fact that you too are living with uncertainty will help build trust with your team. This is a new reality and re-assuring your team that you are committed to guiding them through the inevitable ongoing disruption will offer re-assurance. Our advice as always is speak to your team have open communication and use your judgement to be flexible where possible. Communicating with clarity about the needs of the business and varying your approach will help get your team on board and gain their agreement.

We are always here to support you. Use us as resource, sounding board or to talk to your team directly.

Did you know?.....

The Job Retention Scheme and The Flexible Furlough Scheme are two separate schemes set up by the Government.

Job Retention Scheme

- This is a stay at home support measure scheme
- This scheme ends on the 30th June
- The last time you could have furloughed someone for the first time was the 10th June – for the first claim by 30th June
- Those who have been on maternity/paternity leave can still be furloughed after this date
- No work to be undertaken by the team member whilst on furlough

Flexible Furlough Scheme

- Support back to work measures and reduce Government funding scheme.
- Will run from 1st July to 31st October
- Organisations can phase team members back to work on reduced hours/days according to the work demand.
- The hours someone may usually work but can't work due to lack of work can be claimed as furlough hours under the flexible furlough scheme.

This is for information purpose only and further advice and guidance should be sought for individual business circumstances.

Come and talk to us at www.apexhr.co.uk

This is accurate in relation to government guidelines as of the June 23rd 2020 and date of publish.

- Organisations were encouraged to discuss openly and honestly with their team members and seek agreement to the temporary change and lay off.
- For people where there is no work available, shielding, caring responsibilities.
- For organisations that are adversely affected by covid-19 pandemic.
- Will be expected to report usual hours worked and actual hours worked when returning.
- No work to be undertaken by the team member whilst on furlough hours.
- New open and honest discussions are encouraged with team members returning to work and new agreements sought with for the temporary change in working hours.
- For people where there is no work available, shielding, caring responsibilities.
- For organisations that are still adversely affected by covid-19 pandemic.

| Flexible Furlough Scheme (FFS) Key points | | | | | | | | | |
|---|--|---|---|--|---|---|--|---|---|
| July | | August | | September | | October | | November | |
| Emp Support | Govt Support | Emp Support | Govt Support | Emp Support | Govt Support | Emp Support | Govt Support | Emp Support | Govt Support |
| Pay for all hours worked at contracted rate | Pay for 'usual hours' that are furloughed up to 80% of normal wages + NIC & pension on furlough hours. | Pay for all hours worked at contracted rate + Ers NIC & Pension on furloughed hours | Pay for 'usual hours' furloughed up to 80% of normal wages. (Capped £2,500) | Pay for all hours worked at contracted rate + Ers NIC & Pension on furloughed hours Plus 10% of usual hours furloughed. (Capped £312.50) | Pay for 'usual hours' furloughed at 70% of normal wages. (Capped £2,187.50) | Pay for all hours worked at contracted rate + Ers NIC & Pension on furloughed hours Plus 20% of usual hours furloughed. (Capped £625) | Pay for 'usual hours' furloughed at 60% of normal wages. (Capped £1875.00) | For full contracted hours work paid at the national minimum wage (NMW) as of April 2020 | All schemes have ended - 0% support from govt |

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