

Guidance on changes to JRS & Flexible furloughing

The Apex team hope that you and your teams are keeping well and staying safe. We understand that the challenges continue for organisations and we are keen to help you through these difficult times. The next step for most organisations is the requirement to support teams back into the business. Following the Governments recent update on 29 May 2020, there is now flexibility to help make decisions on how you balance returning teams and kick-starting business activity.

We have put together an easy to follow guide on the latest JRS changes and what will happen in the coming months from not until the end of October.

This guidance provides information about when employers need to start contributing to furlough salary costs and how the flexible furlough will help employers with flexibility when returning teams back to work.

In this guide you will find information on.

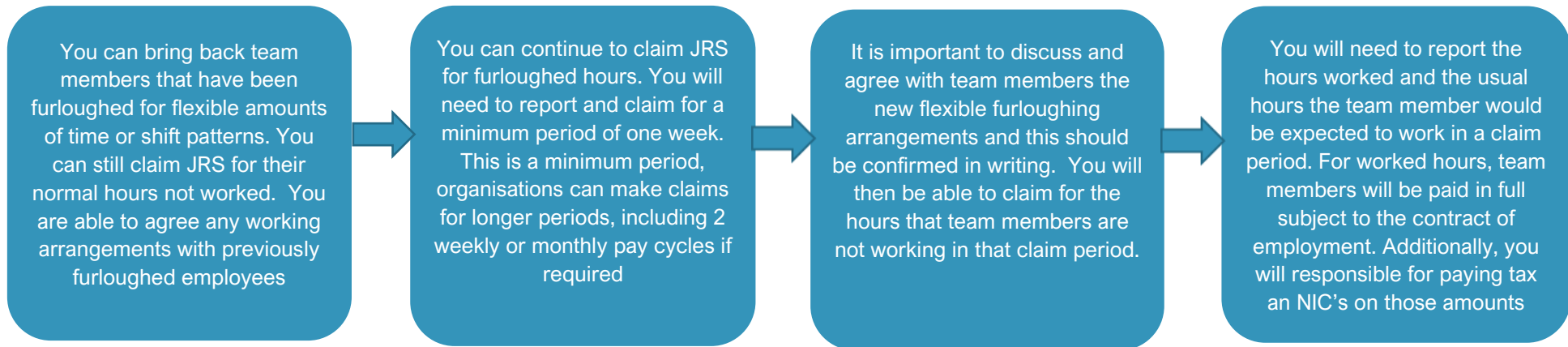
- Key timeline dates for JRS changes
- Flexible furloughing and how it can be used to support your business with flexibility
- JRS Contributions so you can budget accordingly

Employers support table for Job retention scheme key dates until October 2020

Flexible Furloughing

Timeline of JRS Changes	June	July	August	September	October
Key dates	10th Last day employers can furlough an employee for the first time.	1st Employers can bring back to work employees that have previously been furloughed and agree any working arrangements that will be supported with the JRS	1st The cost will be tapered to reflect people returning to work. Employers will begin to pay Employers NICs and Employers Pension contributions. (see below for more info)	1st The cost to employers to support wages will increase to 10% wages in addition to E NIC and E pension. (see below for more info)	1st The cost to employers to support wages will increase to 20% in addition to E NIC and E pension. (see below for more info)
	30th The scheme will be closed to new entrants and employers will only be able to furlough those employees that have already been furloughed for a 3-week period.				31st The JRS will end.

From the 1st July, team members can return on a flexible part-time basis. The flexibility applies up to 31st October when the JRS Ends



Example: If you have a team member that would normally work full time (5 days per week), from 01 July 2020 you can agree that they work part time (3 days). You would then pay for the 3 days they actually work and claim the JRS for the 2 days they would have worked if they were on their normal contract terms. The JRS payment will still be at the 80% rate, the other days will be paid by the employer at the full contractual rate of pay. This only applies to employees who have been previously furloughed for more than the 3 consecutive weeks.

JRS cost contributions table between June & October 2020.

	June		July		Aug		Sept		Oct	
	Contributions		Contributions		Contributions		Contributions		Contributions	
	Government	Employer	Government	Employer	Government	Employer	Government	Employer	Government	Employer
Employer NICs and Pension	Yes	No	Yes	No	No	Yes	No	Yes	No	Yes
Wages	80% up to £2,500.00	0% up to £0.00.	80% up to £2,500.00	0% up to £0.00	80% up to £2,500.00	0% up to £0.00	70% up to £2,187.50	10% up to £312.50	60% up to £1875.00	20% up to £625.00
Employee receives	80% up to £2.500 per month		80% up to £2.500 per month		80% up to £2.500 per month		80% up to £2.500 per month		80% up to £2.500 per month	

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