

Questions Log

Audience Question:

Q: Is there a maximum period a member of staff can be furloughed for?

A: Furlough is temporary leave

For the purposes of this scheme, an employee is furloughed if they are retained by their employer on payroll, not expected to perform any duties, and the employer pays them at least 80% of their wages up to a cap of £2,500 per month

Audience Question:

Q: Are directors that are through the payroll covered or are they still considered as working even if they are not generating any income?

A: This scheme aims to support all those employed through the PAYE system regardless of their employment contract, including those on zero-hour contracts.

Audience Question:

Q: Does someone have to be earning a minimum amount to qualify for furlough?

A: This scheme aims to support all those employed through the PAYE system regardless of their employment contract, including those on zero-hour contracts.

Zero-hour and flexible contracts can cover a whole range of working arrangements. The self-employed will benefit from other measures announced alongside the Coronavirus Job Retention Scheme.

There are rules published in the 26 March guidance on the scheme that explain how the average salary of employees with variable earnings are calculated.

Audience Question:

Q: Once an employee is placed on Furlough by the employer, is the employee permitted to conduct paid work at another organisation whether or not they will be deemed to be a key worker?

A: Workers will just be unable to work for their employer if they have been furloughed

Workers with multiple jobs will be able to continue working for employers that have not placed them on furlough

Audience Question:

Q: Can all employers use the Furlough scheme from HMRC, or only the employers who are in financial difficulties?

A: The scheme is designed to help those who otherwise would have been made unemployed

The public health guidance is clear that people should stay at home unless they are a key worker

Audience Question:

Q: Will employers get relief on delaying the payment of PAYE NI similar to VAT ??

A: For those who are unable to pay their tax in full or on time due to Covid-19, HMRC will discuss businesses' specific circumstances to explore:

agreeing an instalment arrangement

suspending debt collection proceedings

cancelling penalties and interest where you have administrative difficulties contacting or paying HMRC immediately

Audience Question:

Q: can an employee who is furloughed take a temporary job

A: Workers will just be unable to work for their employer if they have been furloughed
Workers with multiple jobs will be able to continue working for employers that have not placed them on furlough

Audience Question:

Q: I know that some of our clients have been told to re-employ and furlough members of staff who no longer work for them (redundant or resigned from position). Is this correct?

A: The scheme will be back-dated to March 1 with a view to covering those who have already been made redundant due to the Coronavirus outbreak

We are working closely with BEIS to provide full guidance to employers as quickly as possible.

Anyone who has already been made redundant should contact their employer

Audience Question:

Q: If we want to bring an employee back to work from Furlough Leave before a 3 week period expires, do we have to pay them 80% of their wage but lose the HMRS grant?

A: We will provide guidance for employers as quickly as possible

Audience Question:

Q: Does furlough count towards continuous employment?

A: Furlough is temporary leave

For the purposes of this scheme, an employee is furloughed if they are retained by their employer on payroll, not expected to perform any duties, and the employer pays them at least 80% of their wages up to a cap of £2,500 per month

Audience Question:

Q: Can Company directors (sole employee) be furloughed?

A: This scheme aims to support all those employed through the PAYE system regardless of their employment contract, including those on zero-hour contracts.

Audience Question:

Q: how do you claim for the 80%

A: HMRC are working night and day to get the scheme up and running. We are aiming to have the scheme up and running by the end of April

We will set out more details as quickly as possible, including how to claim and what information employers will need to provide

Audience Question:

Q: Is the 80% based on contractual hours or actual hours worked?

A: Employers will be required to pay employees at least 80% of their wages, up to a £2,500 per month. Employers can top this up but they do not have to

Audience Question:

Q: Is there a formal process you need to follow to furlough your staff

A: Furlough is temporary leave

For the purposes of this scheme, an employee is furloughed if they are retained by their employer on payroll, not expected to perform any duties, and the employer pays them at least 80% of their wages up to a cap of £2,500 per month

Audience Question:

Q: Zero hour contract workers get paid the average of hours worked only. Please confirm that average mileage claims are NOT included in this as the question has been raised

A: This scheme aims to support all those employed through the PAYE system regardless of their employment contract, including those on zero-hour contracts.

Zero-hour and flexible contracts can cover a whole range of working arrangements. The self-employed will benefit from other measures announced alongside the Coronavirus Job Retention Scheme.

There are rules published in the 26 March guidance on the scheme that explain how the average salary of employees with variable earnings are calculated.

Audience Question:

Q: Regarding SSP, is it capped at 2 weeks? What if the employee is isolating for more than 2 weeks?

A: Employers will be eligible to the rebate, subject to the 2-week maximum, for SSP paid from the date the government extends SSP to individuals who are self-isolating due to Covid-19.

HMRC will provide further details in due course to employers on how and when to claim. The government will work urgently with employers over the coming months to set up a repayment mechanism for employers as soon as possible.

Audience Question:

Q: Can an employee start a new job with another employer after they have been furloughed?

A: Workers will just be unable to work for their employer if they have been furloughed

Workers with multiple jobs will be able to continue working for employers that have not placed them on furlough

Audience Question:

Q: Can furloughed staff seek employment elsewhere during the leave period?

A: Workers with multiple jobs will be able to continue working for employers that have not placed them on furlough

Audience Question:

Q: Can the scheme be used for employees who do not want to attend work due to concerns when they are not ill or need to shield and home working is impossible

A: The scheme is designed to help those who otherwise would have been made unemployed
The public health guidance is clear that people should stay at home unless they are a key worker
Job Retention Scheme:
<https://www.gov.uk/guidance/claim-for-wage-costs-through-the-coronavirus-job-retention-scheme>

Audience Question:

Q: Can people who are on zero hr contracts be furloughed?

A: This scheme aims to support all those employed through the PAYE system regardless of their employment contract, including those on zero-hour contracts.
Zero-hour and flexible contracts can cover a whole range of working arrangements. The self-employed will benefit from other measures announced alongside the Coronavirus Job Retention Scheme.
There are rules published in the 26 March guidance on the scheme that explain how the average salary of employees with variable earnings are calculated.

Audience Question:

Q: Can you claim SSP if you are paying Company sick pay?

A: Employers should continue to make SSP payments to eligible employees (according to the new eligibility criteria). HMRC will provide further details in due course on how eligible employers can access the rebate

Audience Question:

Q: Can furloughed employees work for other employers?

A: Workers will just be unable to work for their employer if they have been furloughed
Workers with multiple jobs will be able to continue working for employers that have not placed them on furlough

Audience Question:

Q: how do we inform hmrc that we have furloughed workers

A: HMRC are working night and day to get the scheme up and running. We are aiming to have the scheme up and running by the end of April
We will set out more details as quickly as possible, including how to claim and what information employers will need to provide

Audience Question:

Q: How do you work out what part time staff are entitled too if they work various hours each week

A: This scheme aims to support all those employed through the PAYE system regardless of their employment contract, including those on zero-hour contracts.
Zero-hour and flexible contracts can cover a whole range of working arrangements.
The self-employed will benefit from other measures announced alongside the Coronavirus Job Retention Scheme.
There are rules published in the 26 March guidance on the scheme that explain how the average salary is calculated

Audience Question:

Q: If you are a director for the company, can you still be furloughed?

A: This scheme aims to support all those employed through the PAYE system regardless of their employment contract, including those on zero-hour contracts

Audience Question:

Q: Do Directors who are on payroll can get Furlough?

A: This scheme aims to support all those employed through the PAYE system regardless of their employment contract, including those on zero-hour contracts

Audience Question:

Q: If an employee is furloughed can they take up employment with a new employer - ie work as a key worker to help fill the gaps? Can their current employer still claim under the job retention scheme? It seems that employees can be paid twice - even though 80% for their substantive job.

A: Workers will just be unable to work for their employer if they have been furloughed
Workers with multiple jobs will be able to continue working for employers that have not placed them on furlough

Audience Question:

Q: Can all directors and employees be furloughed?

A: Yes, any employer using a PAYE scheme can access the CJRS
Yes, any employer using a PAYE scheme can access the CJRS

Audience Question:

Q: How to treat an employee who is returning to work from maternity leave on 1st April and will need to be furloughed. Is this ok?

A: As you remain an employee, your entitlements to maternity rights do not change
Furlough is temporary leave

For the purposes of this scheme, an employee is furloughed if they are retained by their employer on payroll, not expected to perform any duties, and the employer pays them at least 80% of their wages up to a cap of £2,500 per month

Audience Question:

Q: Can a Furloughed employee work elsewhere whilst on Furlough and being paid full salary

A: Workers will just be unable to work for their employer if they have been furloughed
Workers with multiple jobs will be able to continue working for employers that have not placed them on furlough

Audience Question:

Q: where can I apply for these grants

A: HMRC are working night and day to get this implemented within coming weeks
The intention to get this scheme up and running by the end of April

Audience Question:

Q: what if we run out of funds before the scheme is up and running

A: HMRC are working night and day to get the scheme up and running. We are aiming to have the scheme up and running by the end of April
We will set out more details as quickly as possible, including how to claim and what information employers will need to provide

Audience Question:

Q: Does it cover Workers?

A: Yes, any employer using a PAYE scheme can access the CJRS

Audience Question:

Q: Can employees receive furlough and then go out and get a temporary job as well?

A: Workers will just be unable to work for their employer if they have been furloughed

Workers with multiple jobs will be able to continue working for employers that have not placed them on furlough

Audience Question:

Q: I am not being furloughed but my employer is asking me to cut my hours by 20% and receive only 80% salary is there any help for me?

A: The scheme is designed to help those who otherwise would have been made unemployed

We recognise that some people will work fewer hours

We have strengthened the welfare system to support those whose hours change including an increase to the UC standard allowance and the working tax credit basic element

This builds on the initial package announced at Budget including enhancements to contributory employment support allowance, which will now be available from day 1 and making advances for all new UC claimants available online with no requirement to attend a job centre.