There have been a few announcements last week which I thought may be of interest to you in relation to the introduction of the Flexi-Furlough scheme from 1st July and extension of Statutory Sick Pay through the Track and Trace System and additional financial support for the self employed.

1. **EXTENSION TO STATUTORY SICK PAY TO COVER TRACK AND TRACE**
   Employees identified through the track and trace system as being in contact with someone who has contracted the coronavirus will be required to self isolate. The Statutory Sick Pay provisions have now been extended which means these employees will be eligible to be paid Statutory Sick Pay.

2. **FLEXI-FURLOUGH**
   On Friday the Chancellor outlined further details on the extension of the Coronavirus Job Retention Scheme, including improved flexibility to bring furloughed employees back to work on a part time basis, the main elements of the flexi-furlough is as follows, however a word of caution as there is to be further announcements/clarification on the detail of this scheme on 12th June:-

   1. From 1 July 2020, businesses will be given the flexibility to bring furloughed employees back part time. The employer will decide the hours and shift patterns their employees will work on their return, so that they can decide on the best approach for them, this should be agreed with the employees.
   2. Employers will be responsible for paying the employees wages for the hours that they have worked.
   3. From 1st August 2020, the level of government grant provided through the job retention scheme will be slowly tapered to reflect that people will be returning to work. That means that for June and July the government will continue to pay 80% of people's salaries. In the following months, businesses will be asked to contribute a modest share, but crucially individuals will continue to receive that 80% of salary covering the time they are unable to work.

The scheme updates mean that the following will apply for the period people are furloughed:

1. June and July: The government will pay 80% of wages up to a cap of £2,500 as well as employer National Insurance (ER NICS) and pension contributions. Employers are not required to pay anything.
2. August: The government will pay 80% of wages up to a cap of £2,500. Employers will pay ER NICs and pension contributions – for the average claim, this represents 5% of the gross employment costs the employer would have incurred had the employee not been furloughed.
3. September: The government will pay 70% of wages up to a cap of £2,187.50. Employers will pay ER NICs and pension contributions and 10% of wages to make up 80% total up to a cap of £2,500. For the average claim, this represents 14% of the gross employment costs the employer would have incurred had the employee not been furloughed.
4. October: The government will pay 60% of wages up to a cap of £1,875. Employers will pay ER NICs and pension contributions and 20% of wages to make up 80% total up to a cap of £2,500. For the average claim, this represents 23% of the gross employment costs the employer would have incurred had the employee not been furloughed.
5. To enable the introduction of part time furloughing, and support those already furloughed back to work, claims from July onwards will be restricted to employers currently using the scheme and previously furloughed employees. The scheme will close to new entrants on 30 June, with the last three-week furloughs before that point commencing on 10 June.
6. When claiming the CJRS grant for furloughed hours; employers will need to report and claim for a minimum period of a week, for grants to be calculated accurately across working patterns.

3. **EXTRA SUPPORT FOR SELF EMPLOYED**
   Rishi Sunak announced Self-Employment Income Support Scheme will be extended - with those eligible able to claim a second and final grant capped at £6,570. This will not be able to be claimed until August and the grant will be for 3 months pay with the cap applied.

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