

Q: Are care providers that receive public funding eligible for the job retention scheme?

Yes, the scheme is open to any UK organisation with employees. However, we expect care providers are continuing to provide services necessary to respond to COVID-19, so wouldn't expect them to be furloughing staff.

Q: Can furloughed staff work in social care?

Yes, subject to the terms of their employment contracts. The guidance is clear that furloughed people can volunteer elsewhere, and we will be providing updated guidance to further clarify matters for furloughed people being employed elsewhere.

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Q: Can furloughed staff still work for their employer, even if just for a few hours or volunteering?

No, you cannot work or volunteer for the employer who has furloughed you.

Q: Can employers top up their employee's wages? Do they have to?

*Yes, an employer could choose to fund the difference between the grant and the employee's usual salary. But they **do not have to**.*

*In order to qualify for the scheme, employers have to pay their staff **at least** 80% of wages, up to the cap of £2,500 per month.*

Does the employer have to cover the additional 20% of pay, or the amount in excess of £2,500 for higher earning employees as a requirement of obtaining the CJRS?

There is no formal requirement for the employer to cover the additional 20% of pay or amount above the cap.

Will conditions be imposed on employers? For example, will they have to commit to not make any redundancies for a period of time?

No

To what extent do employers have the flexibility to call in furloughed staff to work if there is a business need for it, for example in the event that employees who are working are no longer able to do so e.g. because they are sick or in isolation? Will the furlough arrangements be open-ended or fixed?

The arrangement between workers and their employers remains subject to negotiation.

To be eligible for the scheme, each employee must be furloughed for a minimum of 3 weeks at a time. There is no restriction on the number of times an individual could be furloughed or the maximum period, other than the life of the scheme.

What does it mean to be furloughed?

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

Employees must be furloughed for at least 3 weeks. Subject to this, they may be furloughed and unfurloughed an unlimited number of times.