

Job Support Scheme

The new job support scheme has been brought in by the UK government to protect viable jobs in the wake of the Coronavirus.

The job support scheme will ensure that the government pays one third of employees hours up to a cap. This scheme should ensure that employees receive 77% of their normal wages.

Eligibility as an Employer

To claim under this scheme, you must be an employer with a UK Bank Account and have a UK PAYE reference.

Small to medium sized companies will be able to apply immediately the scheme opens – but larger organisations will have to meet a financial assessment first to ensure they can apply.

Criteria

Employees must be on the payroll by 23 September 2020 –

To qualify they must work at least 33% (one third) of their contracted hours. The employee can go into and out of the scheme but must spend at least 7 days in any one arrangement.

For every hour that is worked, the employer and the government will pay 1/3 of the employee's usual wage. The government contribution is capped at £697.92.

The monies are paid in arrears and no national insurance or pension contributions will be paid by the government.

Employees who have previously been furloughed must have their pay calculated on their usual pay and not their furlough pay.

Employers must pay for all hours worked and then employers and the government will pay for the hours not worked.

It is not anticipated that employers will top up the pay.

Employees must work 1/3 of their usual hours to qualify.

Employees cannot be made redundant whilst the employer is claiming.

The scheme opens from 1 November 2020 but the first claim cannot be made until after 1 December 2020 – the scheme will close at the end of April 2021. The amounts will be paid monthly in arrears.