

Luke Pollard MP



HOUSE OF COMMONS

LONDON SW1A 0AA

7 April 2020

HELPING FORMER EMPLOYEES – A REQUEST FOR HELP AND SUMMARY OF GUIDANCE

This is a template response to help employers understand how they can assist former employees who have recently moved jobs at this time of national crisis. It includes an update on the latest guidance about the Job Retention Scheme, as this may relate to your former employee.

The Coronavirus Job Retention Scheme is a temporary scheme open to all UK employers for at least three months starting from 1 March 2020. It is designed to support employers whose operations have been severely affected by the Coronavirus (COVID-19) outbreak.

As of the 3rd April 2020 the Government guidance for the scheme states:

Furloughed employees must have been on your PAYE payroll on 28 February 2020, and can be on any type of contract, including full-time employees; part-time employees; employees on agency contracts; and employees on flexible or zero-hour contracts

The scheme also covers employees who were made redundant since 28 February 2020, if they are rehired by their employer.

You can view the latest guidance any updates on the Gov.uk website at <https://www.gov.uk/guidance/claim-for-wage-costs-through-the-coronavirus-job-retention-scheme>

HMRC have also now confirmed that the Coronavirus Job Retention Scheme is aimed at those who would otherwise be unemployed as a result of coronavirus. It allows for those who were on the payroll of a company on 28 February 2020 but subsequently left to be put back on payroll and furloughed.

Plymouth Sutton and Devonport
luke.pollard.mp@parliament.uk
www.lukepollard.org
@lukepollard

Plymouth: 01752 717255 Westminster: 020 7219 2749

This includes those who have resigned to start a new job after 28 February 2020. They may return to their old employer but decisions around whether to offer to furlough someone are down to the individual company. I would encourage all companies to be as flexible and supportive as possible in this time of national crisis.

People are being told to do something absolutely extraordinary – to stop earning a living – to slow the spread of the virus. This means the Government has a huge responsibility to ensure that people do not immediately fall into hardship, and the priority for current Government intervention is to slow the spread of this virus and offset the economic impact it is already having on the country.

During this difficult period there are a lot of people trying to work through what Coronavirus means for themselves, their family and their job, and therefore I would encourage you to discuss their current circumstances with your former employee to determine whether their unemployed status is as a result of coronavirus. Taking back on former employees who have left your business is difficult and will involve considerable faith and some extra costs to your business. Plymouth needs its businesses to step up to the plate and do all they can to safeguard incomes of our fellow citizens and protect livelihoods, especially of those who find themselves without income for no fault of their own.

I would encourage you to look favourably on any request by former employees to be taken back on.

Best wishes,

A handwritten signature in blue ink, appearing to read 'Luke'.

Luke Pollard MP
Labour and Co-operative MP for Plymouth Sutton and Devonport