



15 April 2020

To whom it may concern,

I am writing to update you about 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 3 months starting from 1 March 2020. It is designed to support employers whose operations have been severely affected by coronavirus (COVID-19).

As of the 3rd April the scheme guidance states:

Furloughed employees must have been on your PAYE payroll on 19 March 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 19 March 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 19 March but subsequently left to be put back on payroll and furloughed.

This includes those who have resigned to start a new job after 19 March. They may return to their old employer but decisions around whether to offer to furlough someone are down to the individual company.

People are being told to do something absolutely extraordinary - to stop earning a living.

This means the Government has a huge responsibility to ensure that people do not immediately fall into hardship, and the priority for current intervention to slow and halt 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.

I would like to thank you for taking the time to consider this,

Best wishes,

Gareth Thomas

A handwritten signature in cursive script that reads "Gareth Thomas".

Gareth Thomas MP
Harrow West