

Job Support Scheme Updates

On the 22nd October, the Government announced further updates to the support scheme, separating the scheme into two parts, JSS Open and JSS Closed.

JSS Open is designed to support those businesses that are able to open and operate safely, but have been affected by coronavirus.

JSS Closed will support employers who have been legally required to close their premises as a direct result of coronavirus restrictions enforced by the government. This includes premises restricted to delivery or collection only services from their premises and those restricted to provision of food and/or drink outdoors.

Key Points (JSS Open & JSS Closed)

- The scheme will run from 01 November 2020 and run for 6 months, until 30 April 2021.
- The scheme will be reviewed in January 2021.
- You don't have to have used the Job Retention Scheme to be eligible.
- Claims will be made in arrears (as opposed to the Retention scheme where you could claim in advance) and the claim portal will open on the 08th December.
- You must pay your employees before making a claim.
- Employees must have been on the payroll between 06 April 2019 and the 23rd September 2020.
- A temporary reduction in working hours must be agreed in writing with your employee (this must be made available to HMRC on request and further guidance regarding what needs to be included in this letter is expected over the next few days).
- The employer must continue to pay NI and Pension contributions for the employee, as these will not be covered by the scheme.

JSS Open

- The employee **MUST** work a minimum of 20% of their usual hours*, the employer should pay them as normal for this. A full time employee therefore, must work a minimum of 1 day a week to be eligible for this scheme.
- The employer will pay 5% of reference salary* for the hours not worked, up to a maximum of £125 per month, with the discretion to pay more than this if they wish.
- The government will pay the remainder of 61.67%, of reference salary for the hours not worked, up to a maximum of £1,541.75 per month.

This will ensure employees continue to receive at least 73% of their normal wages, where they earn £3,125 a month or less.

**Usual Hours & Reference Salary – for employees usually receiving fixed pay amounts, this is based on the hours/pay contracted pre 23rd September or pre-19th March if previously furloughed. For variable workers, the usual pay/ hours will be based on several calculations similar to those used for the Job Retention Scheme. Should you require further detail on this, please let us know.*

JSS Closed

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- Each employee who cannot work due to local restrictions will receive two thirds of their normal pay, paid by their employer and fully funded by the government, to a maximum of £2,083.33 per month.
- The employer can 'top-up' the pay if they wish.

This scheme does not cover businesses who are forced to close due to a specific workplace outbreak.

A complete list of eligibility criteria for this part of scheme is expected by the end of October.

Should you have any queries, wish to discuss the scheme in further detail or would like us to prepare the claims on your behalf, please contact Melissa on 01905 947006 or via email (melissa@richards-sandy.com)

The guidance published on the 22nd October is available to view in full on the following link:
<https://www.gov.uk/government/publications/the-job-support-scheme/the-job-support-scheme>

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