Hi, so that was Easter...!

In case it's useful, one of my colleagues at ICAEW has consolidated the three versions of the CJRS guidance so you can see the changes as this has progressed (see here)

I heard from an agent on Friday (thanks Tracey Simpson) that activation codes for PAYE online are now going out by email so that’s a relief

- HMRC update their salary sacrifice guidance re COVID-19 as a lifestyle event: See Link
  The statutory residence test (SRT) has been relaxed: See Link

- Introductory guidance for employers on the point-based immigration scheme has been issued: See Link

- Answer from HMRC to whether employee number or payroll ID is needed for reclaim: ‘I think it’s deliberately ambiguous to allow for any, the field is included as an extra measure for identifying the employee so whatever reference serves that purpose best.’

- We have made some progress today on getting some clarity for the payroll software developers on the data they might be able to provide you with to assist in the reclaim, and more guidance will be in the public domain in the next 48 hours on.gov. We have given feedback on the concerns about working days v calendar days, the fact that for small (part period) furlough payments the NICs threshold and pension threshold will mean no oncost funding and that asking for a NINO as a mandatory field is inappropriate. There will also be a calculator for employers to use to calculate reclaims (but may not be available by Monday).

- There will also be some additional guidance on pension calculations and salary sacrifice from TPR hopefully to a similar timeframe

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Simon Parson’s Blog based on TPR information re pensions and furlough

The Pension Regulator (TPR) have updated and added to their COVID19 information and provided further clarity in relation to employers who have furloughed staff.

The TPR state that they ‘will take a proportionate and risk-based approach towards enforcement decisions, in light of these challenging times, with the aim of supporting both employers and savers’.

So what are the employers pension obligations during this pandemic? Find out here

New Payroll Podcast Episode: Managing your Mental Health in a Crisis

I know how hard payroll professionals are working right now. This episode is definitely not one to be missed. Stress, Anxiety and Depression can spring up on us if we fail to act and look after our mental health - especially in times of isolation. Let Jazz Pitt, a certified Life Coach, help you to master your happiness during this COVID19 crisis. We might be living in unprecedented times, but that doesn’t mean there are not methods, processes techniques we cannot utilise to help us all navigate these choppy waters more successfully.

Listen here or listen on iTunes

NHS Charitable Plea

I am delighted to say, my daughter, Eva, has now raised over £800 for the NHS Charities Together Charity, supporting Coronavirus. She now aims to break £1000 - so if anyone can share or support, that would be amazing.

The idea is, for a £5.00 donation, you ask a child, niece, nephew, friend or partner to draw a portrait of you. You then use this new artistic portrait as your new profile pic on social media to show your support for NHS (link here)

Donate: www.justgiving.com/eva-day
Maintaining Motivation in Times of Crisis

Our friends at Gateway HR we are very fortunate to have Graham Ravenscroft, Lead Performance Coach as part of their team and his 30+ years’ experience of developing and leading individuals and teams.

Graham has supported the development of athletes at every major global championships, including the London Olympics. Over the past 7 years I have worked for England Athletics as a National Coach Mentor for High Jump, working to develop the skills and experiences of coaches on the National Coach Development Programme, during which time I was a keynote speaker at national and international conferences.

In today's guidance he shares his thoughts and ideas on maintaining motivation, and you can access it by clicking here.

Furlough Leave & Annual Leave Entitlement

As of 4 April, the Government issued some further guidance regarding the Job Retention Scheme and whilst it has provided welcome clarification on a number of matters, it has still not addressed the issue of how annual leave will be treated in respect of those employees on furlough leave.

Employment solicitor Jasmine Sudworth provides an overview of how furlough leave interrelates with an employee's entitled annual leave.

Payroll News and Useful Payroll Tools!

- Rules on drivers’ hours relaxed: Read More
- SPBP calculator: Access Calculator Here
- SSP linking tables: Access Tables Here
New Furlough Calculators

Following a kind referral from Fidelma at Payslip, I have been recommended to share these Furlough Calculations from Angus at Counting Up.

Here you will find various Coronavirus calculators to provide you with access to resources that summarise the government help available to small businesses affected by coronavirus (COVID-19).

- There is a self-employed grant calculator
- There is a Furlough salary calculator
- Self-employed grant calculator

Welcome to our JGA COVID-19 GOOD NEWSletter.

We hope it helps perk you up a bit to know that despite the crisis, there is still a lot of good news happening out there. Plus, we include information about managing mental health, budgets, remote onboarding and more.

You can access it here: JGA-GOOD-NEWSletter-1.pdf

We hope you enjoy it. Please share it with your teams - it may help someone.

If you are new to this mailing list...

If you are new to this mailing list, you may find that some of your questions have already been answered!

You can access all previous email updates (full of conversations, tips and advice) here

Free Furlough Calculations Spreadsheets have been UPDATED - you can access these: here
Payroll Recruitment Continues

Believe it or not, many clients are still recruiting! Yesterday we placed a payroll manager vacancy in Cheshire and today we have placed an EMEA payroll specialist in Spain! We still have interviews taking place across Europe, all via video.

Last week, our placement of the Head of Payroll for Unilever started and she had to meet her whole team remotely! This was a new experience for her and certainly, all of us are experiencing and adapting to these new ways of working, but with video interviewing becoming a new “normal”, and with no concrete end in sight to the current crisis, companies who need payroll talent have no choice but to recruit or they risk failing to pay their employees on time and accurately!

Finally, if you need staff but you have a recruitment freeze on currently, remember that a recruitment freeze doesn't mean you have to freeze recruitment! You can still recruit and locate top talent (before everyone start recruiting once things start to recover), our recommendation is you just delay start dates or making offers until the freezes are lifted.

Of course if any of you need any payroll recruitment support, email me!

Let’s keep the UK paid!