Lots going on in the world of frontline payroll right now huh?

Some of you (Samantha Keeley among others) have been up since 4:00am handling different payroll challenges, while simultaneously managing payroll and pension year end activities 😢

As Marianne Hendron said this morning "We'll all be walking like Zombies at the end of this".

I think that's the key thing to remember here, - that there will be an end to this!

IT is through our committed community spirit, sweat, a few tears, teamwork, knowledge sharing and the togetherness that comes from being in the trenches with each other along the way that will help get us all through this crisis (drinking a glass or three of wine can help too)! Stay strong payroll professionals, one day we will be on the other side of this. After all, the curve is flattening...

Furlough scheme cut-off date extended to 19 March

The qualifying date, when the employee has to have been on the employer's payroll, has changed from 28th February to 19th March 2020. Thousands more employees will able to receive support through the Coronavirus Job Retention Scheme (CJRS) following this Government announcement today. It is expected to benefit over 200,000 employees.

News Announcement: [here](#)

Hello everyone,

So today we saw the legislation published and a fourth version of the guidance. It will be of some comfort to some employers. There is a relaxation of sorts that you must now have reported some earnings for the 19/20 tax year by 19.3.20 That will help some weekly payrolls and 4-weeklies that cut off mid-March, but for any monthly payrolls that reported February starters in March they are still excluded, so it lead to some very odd decisions.

You will see that if you have less than 100 employees you’re being asked to key in data at employee level, whereas reporting over 100+ furlough employees you can upload a file. We (as in the British computer society payroll specialist group) who met with Hmrc yesterday have asked if schemes with less than 100 could have an option to upload as well as it is a massive workload for agents.

- Legislation: [Click Here]
- Guidance: [Click Here]

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**Simon Parson’s Blog: Benefits and salary sacrifice for Furloughed employees**

With employees being placed into furlough, there is much confusion and misunderstanding in relation to salary sacrifice arrangements.

Read this blog to find out more information on these arrangements and potential impacts on furlough grants

Read the Blog [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

JGA’s top blogs to help you WFH without losing your mind!

Marie Kondo’s Best Advice for Turning Your Home Into a Workspace
Not only are we adjusting to working in confined spaces, but many of us are learning to share with partners, family members and roommates.

WFH Without Losing Your Mind!
Yes, working from home has its perks. You’re always there to accept deliveries. You can play whatever music you want as loudly as you want. But you also have to contend with isolation and a loss in productivity and you may start to lose your sense of self.

Coronavirus: WFH the right way
Companies around the globe have rolled out mandatory remote work. Whether you’re a newbie or WFH veteran, here’s what you need to do to stay productive.

3 Tips to Avoid WFH Burnout
Millions around the globe have made a sudden transition to remote work amid the Covid-19 pandemic. Not surprisingly, this has some employers concerned about maintaining employee productivity. But what they really should be concerned about in this unprecedented situation is a longer-term risk: employee burnout.
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

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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.

Let's keep the UK paid!

Of course if any of you need any payroll recruitment support, email me!
Let’s keep the UK paid

Email 01727 800 377 Website