

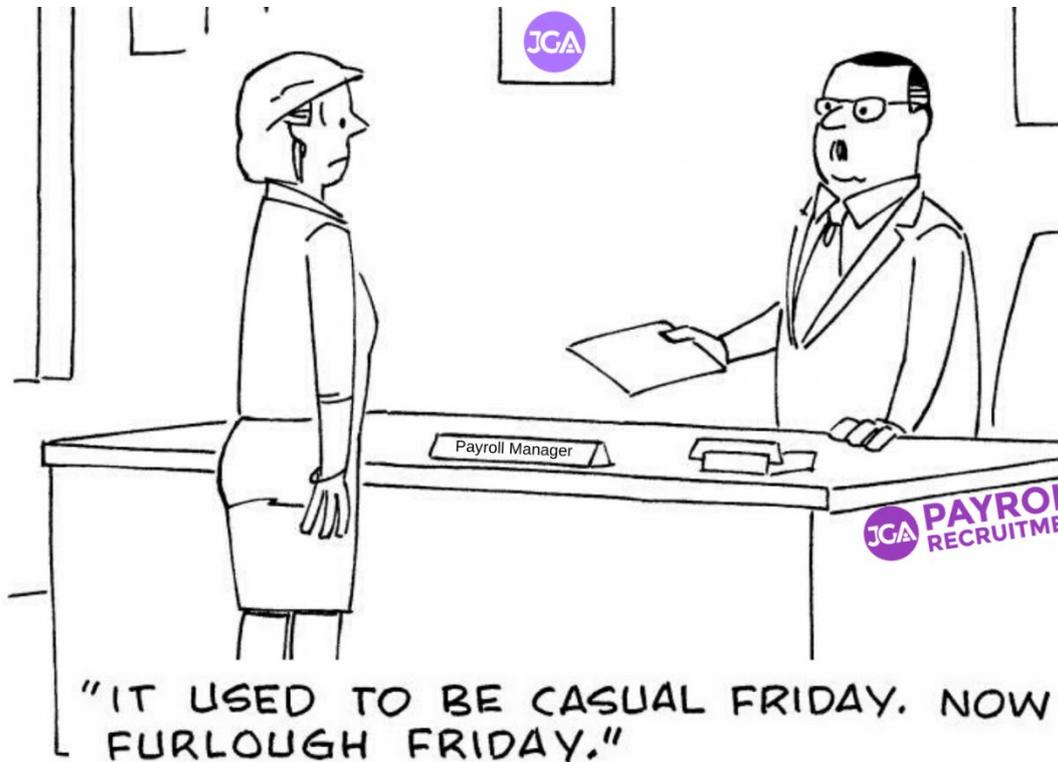
Furlough, Furlough, Furlough...

how many of you are sick of hearing this new phrase enter the world of UK employment? It never existed in the UK before this crisis and now it seems to be used in every second word in every sentence. However, despite a 6th updated Furlough document (thanks GatewayHR - included below), the payroll community continues to handle these changes with aplomb! Well done to you all! One more day to go and we get to breathe again and refresh! Keep going...!

Enjoy the Newsletter!

Best Wishes,

Nick (JGA Payroll Recruitment Founder)



[UK Hospitality welcomes furlough extension](#)

UK Hospitality has welcomed yesterday's furlough extension. Trade body UK Hospitality has welcomed the extension of the cut-off date for the UK government's Coronavirus Job Retention Scheme along with additional financial support for businesses in Scotland.

Kate Nicholls, UK Hospitality chief executive, said: *"This is great news for the sector and a welcome sign that the government has listened*

to our concerns and those of the workforce". Read the full article [here](#)



National Insurance Calculations in the CJRS Reclaim

I've been getting a few questions about the national insurance calculation in the CJRS reclaim. The pension and NIC thresholds are not pro-rated (they could have been as it's nothing to do with legislation, but the argument will be that this was done for simplicity!). So if you have a monthly payroll and pro-rated furlough, and you ought to have for March as nobody could legitimately be furloughed all month, unless the furlough payment exceeds the NIC threshold of £719 and the pension threshold of £512, there will be no on cost reclaim for that month.

An announcement from ICAEW on relaxing agent codes ([See Link](#)).

think we may hear more on the agent structure tomorrow anyway as it's becoming clear that even if you have 64-8 if you haven't activated agent online authorisation (AOA) you won't be able to make the reclaim for clients, but if you have 64-8 for post/telephone support with HMRC for the client (but not AOA) the client can't then add PAYE to their online account as the post/telephone authority precludes it, so that seems to stop anyone making a claim for that employer which can't be right! We also need clarity on the AML issue as it appears this reclaim will be a regulated activity and not all agents will be authorised under AML.

You will have to, as it stands, re-key the data for less than 100 claims each week if it's a weekly payroll – another huge burden for employers and agents.

What else...

Yesterday we got more guidance on unusual scenarios and SPBP to add in to your policy documents when we ever get back to business as usual: [See Link](#)

Sadly we may need to sure this new statutory payment more than we expected. Note If somebody leaves you after their child has died but has not taken their entitlement you are required to reinstate them on the payroll to pay the one or two weeks of statutory leave, even though they are no longer with you, as eligibility is retained for 56 weeks after the date of death and does not pass to the new employer.

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[Simon Parson's Blog: Furlough Scheme cut-off date extended to 19th March 2020](#)

The government have updated the guidance ([see here](#)) on Wednesday 15th April 2020 in relation to which employees and RTI data requirements.

Employees you can claim for You can only claim for furloughed employees that were on your PAYE payroll on or before 19 March 2020 and which were notified to HMRC on an RTI submission on or before 19 March 2020.

This means an RTI submission notifying payment in respect of that employee to HMRC must have been made on or before 19 March 2020. Employees that were employed as of 28 February 2020 and on payroll (i.e. notified to HMRC on an RTI submission on or before 28 February) and were made redundant or stopped working for the employer after that and prior to 19 March 2020, can also qualify for the scheme if the employer re-employs them and puts them on furlough.

This a change from the prior guidance which may have indicated applying to all employed on by 28th February to place an employment and RTI filing obligation deadline of 19th March 2020. **Read more [here](#)**



[Furlough leave – the HMRC Job Retention Scheme FREE Webinar - CIPP](#)

Thursday, Apr 23, 2020 11:00 am - 12:00 pm BST

About this webinar: This webinar explains the temporary HMRC Job Retention Scheme being made available to businesses across the UK. The webinar is designed for employers who have furloughed workers, or who are planning to furlough workers within their organisation.

Find out more [here](#)
Or [register your place](#)



[Updated Furlough Advice \(again!\)](#)

With only one more working day until the portal opens on Monday 20th for the Job Retention scheme, there have been some more updates on furloughing employees. This is now really long as there are so many aspects to this, so please read the whole document so you know

all the aspects to it. [Download Furlough Update 16/04/2020](#)



[Payroll News and Useful Payroll Tools!](#)

- Rules on drivers' hours relaxed: [Read More](#)
 - SPBP calculator: [Access Calculator Here](#)
 - SSP linking tables: [Access Tables Here](#)
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[You Are Essential: Leadership has always been about people](#)

Leadership has always been about people, and because of COVID-19, everyone knows it! This is a great and inspiring article written by my good friend, Judith Germain and I thought it was worth sharing with you all. You are all showing amazing leadership right now in the way you are handling everything that is being thrown at you - so relax and give this a read - sometimes its good to read that you are doing a good job!

Read the full article [here](#)



[One in four businesses have closed down over lockdown](#)

Alarming figures show that one in four businesses have closed down or even temporarily have ceased trading due to the lockdown.

Read More [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](#)



Do it
with
passion
or not
at all.

Payroll Recruitment Continues

It appears recruitment is being hit hard during this crisis, which is not surprising when over 60% of UK employers have frozen recruitment in response to Covid-19.

What has been interesting is discovering that over 70% of the recruitment industry have been furloughed. Yes, it is that word again!

We are working hard not to follow this trend and I have been extremely proud of how my team at JGA have continued to support the payroll industry during this crisis.

Of course, recruitment has slowed considerably, but it certainly has not stopped. Today, we secured three new vacancies and this week we continue to make placements.

Many businesses are thriving (One Peloton cannot keep up with demand) and Amazon are hiring 75,000 additional staff. Sadly, other businesses, such as Warehouse and Oasis have fallen into administration.

None of us know what the world will look like when we finally come out of the other side. However, I believe we will remember those that were with us when it mattered.

It is for this reason, here at JGA, we plan to try and stay BAU for as long as we can.

Of course, if you need support - please [contact us](#).

You may not have worked with us before, but when it is 70% likely your current recruiter has been furloughed, maybe now is the time to try?

Whatever your circumstance, stay positive, stay safe and look for each other. The payroll community is a safe, warm, and supportive space and I feel privileged to be part of it.

Nick

**D O N ' T
F O R G E T**

[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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