

FURLOUGH & NOTICE PERIODS

The Government published updated information on 10th July to outline eligibility for Flexible Furlough and advice on Redundancy during a Furlough period.

WHILST ON FURLOUGH

As an employer you are still able to make employees redundant while they're on furlough or afterwards. If a Furloughed employee is made redundant you can continue to claim the Job Retention Scheme Grant for any **statutory or contractual notice period**, however grants cannot be used to substitute redundancy payments.

STATUTORY V CONTRACTUAL NOTICE

The statutory minimum notice to be provided by the employer is one week where the employee has been employed for one month but less than two years. After two years' service this rises to one week for each complete year of continuous service. A maximum of 12 weeks' notice applies where the employee has been employed for 12 years or more.

The furlough scheme will only cover statutory or contractual notice pay up to 80% (this declines gradually through to October 2020) therefore this will need to be topped up to 100% of normal pay by the employer.

REDUNDANCY RIGHTS

Sadly, one of the outcomes of the Coronavirus pandemic and Furlough has been an increase in the need for businesses to restructure their workforce and in some cases make redundancies.

If you're considering making redundancies to protect your business against unfair dismissal claims, you will need to consider:

- Business rationale
- Meaningful consultation and consultation periods
- Fair selection
- Fair process
- Redeployment and counter proposals
- Notice periods and redundancy pay
- Right to appeal

BOOK A FREE 1 HOUR CONSULTATION

Fact3's HR team have the knowledge and experience required to make any redundancy process as painless and efficient as possible, whilst giving your business maximum protection against claims.

At this challenging time we are offering a free 1 hour consultation on Restructure and Redundancy, **contact us to book yours.**

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