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15 April 2020

ALL MEMBERS MEMORANDUM NO: 92/20

FURLOUGH SCHEME EXTENDED

The eligibility cut-off date for the Coronavirus Job Retention Scheme has been extended from 28 February to 19 March 2020 - [Furlough scheme cut-off date extended to 19 March](#)

Also attached a Directive published by the Treasury setting out the legal framework for the scheme.

Key points arising from the revised guidance appear to be:

- There is potentially positive news for new starters as the key payroll eligibility date has been changed from 28 February to **19 March 2020**. (RTI submission notifying payment in respect of that employee to HMRC must have been made on or before 19 March 2020).
- Salary reference date for calculating the claim for salaried employees has also changed to 19th March 2020. (If, based on previous guidance, employer has already calculated a claim based on employee's salary as at 28 February, and this differs from their salary in their last pay period prior to 19 March, can choose to still use this calculation for first claim)
- Change to the position on employees on unpaid leave. Guidance now provides if employee started unpaid leave after 28 February 2020, they can be furloughed. However if an employee went on unpaid leave on or before 28 February, they cannot be furloughed until the date on which it was agreed they would return from unpaid leave.

Peter Walker
Director of Health, Safety & Training