

## CONTRACTOR FAQ

### CJRS Term time payments

#### What has changed?

On Friday 22 May HMRC issued an update to the Coronavirus Job Retention Scheme (CJRS). The update confirmed that no Furlough payments could be made to those 'term-time' workers during normal term breaks.

#### What does this mean for me?

If you are a 'term-time' worker who would not normally be at work during half term or school holidays and would not normally be paid for these periods, we are now unable to make a Furlough payment to you during these periods.

#### What are my options?

We have decided to try and help our contractors by giving them the option to take holiday for the May half term. Therefore your two options are:

1. Agree to receive payment from your holiday entitlement
2. Agree that you don't want to receive a payment on Friday 05 June for the week of half-term 25 – 29 May 2020

#### How do I let you know my decision?

**By text:** If you are currently furloughed with People Group, you should have received a text on Tuesday evening offering the two options outlined above. If you were one of the hundreds of contractor that responded, we will proceed with your advised preference.

**On the portal:** If you didn't get the text or can't find it we have now placed the two options on your portal to help ensure everyone can update their choice automatically by the 5pm deadline today Thursday 04 June 2020.

On the 'Your Account' tab look for the green box below your personal details. The first text in the box is: '**Furlough Status:**'. Within this box you should now see **Holiday 2020 choice: Undecided**

Click on the Undecided link and update your preference.

#### What if I don't have any holiday pay accrued?

For those contractors who have not been accruing holiday to date, we are able to offer an advance of your future holiday accrual to be able to make a payment to you this week.

## **What if I do have holiday pay?**

*If you currently have a positive holiday balance this will be utilised to make a payment to you this week. If your holiday balance is not sufficient to top up your payment to 100% of your average weekly wage we will make up the difference.*

## **What happens if I don't take any action?**

*If we don't hear from you, we will not process a payment this Friday for the half term week just gone. No furlough payment can be made under the new guidelines but will resume next week.*

## **What about payment next week?**

*'Normal' furlough payments will continue next week for those eligible contractors.*

## **Will there be future changes to the guidance around CJRS?**

*Likely yes. The government regularly updates the guidance and has changed the structure of the scheme a number of times. It is possible that the consequences of the term-time revision may be reviewed and we are in discussion with NASUWT on this matter.*