

COVID-19 (Coronavirus)

Furlough, Government job retention scheme – Updated 3rd November 2020

In this document we have set out for you the facts behind the Government job retention scheme or 'Furlough', and why the Caretech Group have not taken this approach. We would suggest that when you are sourcing information independently, that you do so from a reliable source such as GOV.UK.

What is Furlough?

Furlough generally means temporary leave of absence from work. This can be due to economic conditions affecting one company, or matters affecting the whole country. Until now the expression has not carried any meaning in UK employment law but was temporarily introduced in response to the unprecedented situation presented by the COVID-19 pandemic. This does not mean that the fundamentals of employment law have changed, simply that this scheme adds to them.

Why has the Company not taking this approach?

CareTech Holdings is a care provider, and as such throughout the crisis, **has not** fallen within the list of certain businesses and venues the Government has ordered to close. Our employees are classed as critical workers and it is vital that we have continued to make every attempt to continue to provide essential services to the vulnerable children and adults in our care.

Where employers have received public funding for staff costs throughout the pandemic, and that funding is continuing, it has been expected that employers continue to provide these services and pay employees as per the usual policy – and correspondingly not furlough them.

Please refer to the following for more information:

<https://www.gov.uk/coronavirus>

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