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Wind-down of furlough scheme - timeline and key questions for employers

1 October

Employer contributions increase:
Employers pay 20% of wages for unworked hours up to monthly cap of £625. Furlough scheme covers remaining 60% up to cap of £1,875 (grant and cap reduced in proportion to hours not worked).
Last possible deadline for starting collective redundancy consultation if making 20-99 redundancies on 31 October with notice & redundancy pay.

1 September

Employer contributions increase:
Employers pay 10% of wages for unworked hours up to monthly cap of £312.50. Furlough scheme covers remaining 70% up to cap of £2,187.50 (grant and cap reduced in proportion to hours not worked).

? Should your arrangements change over time? How will you make claims? (reporting and claiming on weekly basis allowed)

1 August

Employer contributions begin:
Employers pay employer pension contributions and NICs on wages claimed through scheme for hours not worked.

? Should collective redundancy consultation begin now? (Employees could potentially be on notice during furlough but see our FAQs on restructuring).

10 June

Last chance for new furloughs:
Anyone furloughed for the first time must be in scheme by 10 June.

? Can you afford to furlough longer-term now a contribution will be required? If you are currently "topping-up" can you afford to continue to do so on a longer-term basis? Are new agreements or workforce reduction strategies going to be needed?

? Should anyone else go into the furlough scheme? E.g. an employee you intended to be part of a furlough rotation who has yet to be furloughed or a shielder/parent for whom long-term working from home is not practical? If you have not used the furlough scheme at all, should you do so now?

12 June

Guidance on flexible furlough published

? Can employees be brought back on part-time hours? Who stays on full-time furlough and who returns? (See our FAQs on staffing decisions) How will you record and report hours? Should collective redundancy consultation begin early? (Employees could potentially be on notice during furlough but see our FAQs on restructuring). Have you put in a claim for the maximum number of employees you'll want to claim for after 1 July?

1 July

Flexible furlough option begins:
Employees can return to work part-time. Employer pays wages, employer pension contributions and NICs for all hours worked. Furlough scheme covers the rest but grant and cap reduced in proportion to hours not worked.

16 September

Scheme cut off date:
Scheme now available only to employers who've already used scheme in respect of employees who've already been furloughed. Claims cannot be made for greater number of employees than claimed for previously.

Last possible deadline for starting collective redundancy consultation:
If making 100+ redundancies on 31 October with notice & redundancy pay.

31 October

Furlough scheme ends - no further government grant

? What happens at end of grant?
Redundancies?
Return to work?
Continued furlough without grant?
Other unpaid leave?
(See our FAQs on restructuring)

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