



03/03/2020

**A Massive Thank
You To Our
Wonderful
Healthcare Staff
Throughout The
UK & Ireland
Working from
home?**

NHS



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

April Newsletter

Welcome to our April 2020 edition of The HR Elephant monthly Newsletter.



“The pandemic of COVID-19 was unimaginable for people a mere four weeks ago. However, the outbreak and the detrimental effect it has had on SMEs and large multinational corporations is frankly startling.

Many businesses deemed as ‘non-essential’ have been forced to close in compliance with government regulations for a ‘lockdown approach’ to stop the spread of the virus. Some have been fortunate to facilitate working from home, just as we have been. Other, not so lucky face the reality of closing their doors, uncertain if they will ever open again.

Both the British and Irish governments have been implementing schemes for support for businesses and workers. However, the unknown elements and lack of clarity surrounding the schemes have left businesses fearing for their future.

The stark reality is the aftermath will prove to be ever so challenging for those lucky to survive the crisis. One in four UK employers expect to make permanent redundancies due to the virus, while more than half will furlough staff, according to a People Management & CIPD Survey.

What is important, is that we support each other through these turbulent times and together we can get through this!”

Aine Crilly, Managing Director

Try Our Home Guide

A GUIDE TO WORKING FROM HOME



Available at:

<http://www.thehrelephant.com/a-guide-to-working-from-home>

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Coronavirus (Covid-19)

We have been working around the clock to help support local businesses throughout this terrible crisis. The complexity of the procedures and policies can be daunting for managing a business, especially its employees during this turbulent time.

The hot topics our HR Team have been facing are:

- All things 'Furlough'
- Redundancies.
- Lay-off / Short time working Clauses.
- How to Manage Remoting Working.

We know the term furlough has been causing a headache for many employers and business.

We have devised a simple 6 step process on how scheme works.

1. Employer calculates which staff it must furlough.
2. Employer designates workers who cannot continue to work.
 - a. Record short business case for this.
3. Employer will try to reach agreement with proposed furloughed worker.
4. Employee signs agreement with employer to confirm.
5. Employer submits information to HMRC about those furloughed.
6. HMRC issues funds to employer.

National Minimum Wage Increases



	Previous rate	Current rate from 1 April 2020
National Living Wage	£8.21	£8.72
21-24 Year Old Rate	£7.70	£8.20
18-20 Year Old Rate	£6.15	£6.45
16-17 Year Old Rate	£4.35	£4.55
Apprentice Rate	£3.90	£4.15

Did you know the UK National Minimum Wage has increased from 1 April 2020?

The pandemic of COVID-19 has dominated the priorities and concerns of most employers. However, employers must ensure they have adjusted wages and salaries appropriately to comply with the new NMW rates, as it is a legal obligation.

Get in touch with our specialist team for advice.