



## ...the business of people, for people in business

### Welcome to our October Newsletter

Undoubtedly the impact of COVID-19 continues to be the significant business challenge for many companies and employment concerns remain high. Alongside this, Brexit deadlines are looming and employers are advised to prepare in good time. We have covered below what we believe to be the key messages but we recognise that there are a great variety of issues being addressed as employers navigate their way through these testing times. If we can help you with any aspect of people management, please get in touch.

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### Redundancy

Recent reports indicate that as many as 1 in 4 employers are unaware of the legal obligations around redundancy consultation and, as a result, the size of the risk they may be taking.

**If you find yourself having to consider job losses, we're here to support you.**

### Coronavirus Job Retention Scheme

Also known as the CJRS the scheme comes to an end on **31 October 2020**.

Checks are being undertaken and to avoid any penalties or fines ensure you've correctly claimed under the scheme and take steps to address any identified errors. Check your deadline for submission of your final claims.

### Job Security Scheme

The recently announced replacement to the CJRS will open on 1 November 2020 and will run for six months.

Details, including a fact sheet can be found here: <https://www.gov.uk/government/publications/job-support-scheme>

### Coronavirus - Government Update

The government continues to issue updated guidance and from **28 September 2020** businesses and organisations face stricter rules, and fines of up to £10,000, to make their premises COVID Secure.

**Employers must not knowingly require or encourage someone who is being required to self-isolate to come to work.**

Full details: <https://www.gov.uk/government/news/coronavirus-covid-19-what-has-changed-22-september>

**If you have any questions or concerns about staff wellbeing or health & safety considerations, please get in touch. If we can't assist you directly, we have a team of expert partners with specialist skills and knowledge in these areas who will be pleased to offer you their support.**

### EU Citizens Settled Status

Important information if you employ an EU national (except Irish nationals) living within the UK or a non-EU national whose family member is an EU national who has not yet been issued with permanent residence.

**To be able to remain living and working within the UK after the 30<sup>th</sup> June 2021, EU nationals may need to apply to the EU Settlement Scheme.**

<https://www.gov.uk/settled-status-eu-citizens-families>

### National Minimum Wage

A reminder that whilst national minimum wage calculations didn't apply to individuals on furlough (unless training), they will come back into force for flexible furlough calculations and/or payment for hours worked.

Rates changed in April 2020 and the latest figures are available here:

<https://www.gov.uk/national-minimum-wage-rates>

For employers signed up to the voluntary living wage, increases are normally announced in November - for adoption by the following April at the latest.

For more details on the voluntary living wage please see:

<https://www.livingwage.org.uk/>