

Employment support for CEVs

Support currently available:

- The Government has extended the [Coronavirus Job Retention Scheme](#) (furlough) until 31 March 2021 which CEVs are eligible for if they are unable to work from home. They should speak to their employer if they think they are eligible
- The [Self-employment Income Support Scheme](#) (SEISS) has been extended for six months, from November 2020 to April 2021.
- If CEVs cannot work, and are not furloughed, they may also be eligible for Statutory Sick Pay (SSP), Universal Credit (UC) or Employment Support Allowance (ESA). Eligibility criteria for these schemes apply too.
- SSP is intended as a safety net for individuals who are clinically extremely vulnerable, in cases where their employer chooses not to furlough them under the Coronavirus Job Retention Scheme and does not have other suitable policies in place (e.g. the ability to work from home, or the provision of special leave).

Public sector employees

- The majority of public sector employees are continuing to provide essential public services or contributions to the response to the Coronavirus outbreak. We hope that arrangements will be able to be made to facilitate working from home wherever possible including reprioritisation and redeployment to protect CEV people and minimise issues with service delivery.
- Under the CJRS, those working for fully funded public sector organisations, including those that are CEV, should be paid as normal out of existing budgets. Where working from home isn't possible for CEVs, public sector employers may still consider 'furloughing' their employees, i.e. continuing to pay them whilst they are not attending/conducting work. However, given staff costs are included within the organisation's public funding, this arrangement will not be eligible for grants through the CJRS.
- Where a CEV individual works for a public sector organisation that is not fully funded by public grants, and working from home is not possible, furloughing using the CJRS may be appropriate. This remains at the employer's discretion.
- The [CJRS guidance for employers](#) states:
 - If you have staff costs that are publicly funded (even if you're not in the public sector), you should use that money to continue paying your staff, and not furlough your staff.
 - Organisations can use the scheme if they are not fully funded by public grants and they should contact their sponsor department or respective administration for further guidance.

Hiring staff to fill positions of furloughed CEVs.

- Employers are unrestricted by the CJRS in their ability to hire new staff, including on a temporary basis to provide cover for furloughed workers that are subjected to social shielding.

For public sector organisations:

- A public sector employer may 'furlough' their employee (continuing to pay them normally) but would need to hire a replacement for critical public services. Most pressures will need to be absorbed within existing budgets.
- If public sector employers have specific funding concerns, they will need to discuss this with their relevant Department or Devolved Administration through the normal processes, and with the relevant Treasury Spending Team.

Parents of CEV children

The rights that parents of CEV children have with respect to not going to work and the support that they can access is as follows:

- The Government has extended the [Coronavirus Job Retention Scheme](#) (furlough) until 31 March 2021 which you may be eligible for if you are unable to work because you have caring responsibilities resulting from coronavirus. Please speak to your employer if you think you are eligible.
- If an individual is unable to work due to caring responsibilities arising from coronavirus, such as caring for children who are unable to go to school because they are required to self-isolate or who are shielding, they should speak to their employer about the policies they have in place. Some employers may have policies for individuals who are unable to work due to childcare; for example, employers may pay full pay for all or some of the period, allow an employee to take paid holiday for the time they're off work, or offer emergency leave.
- A parent of a CEV child who cannot work from home is eligible for Employment Support Allowance (ESA) under the ESA Coronavirus regulations – subject to satisfying the normal conditions of entitlement.
- Those who need urgent support may be entitled to Universal Credit (UC), depending on individual circumstances.
- There are also employment protections in place to support individuals in these circumstances. Employees have the right to take time off work for dependents in need, although this is unpaid. All employees have the legal right to request flexible working, provided they have worked for the same employer for at least 26 weeks. Employers can only reject a request where they have sound business reasons for doing so. Having flexible start and finish times may help parents to better balance work and childcare needs.

We recognise there are other areas that councils have sought clarification on. These include SSP and ESA, the return to Local COVID Alert Levels and issues around COVID-secure workplaces. We continue to work with relevant Departments cross-government to progress these and will update local government in due course.