



11th May 2020, Latest news on Coronavirus from

Further guidance has been released on the new stages of lockdown. Click [here](#) for more information. This will be a phased approach and it is worth all companies taking the time to read the guidance.

Our recommendation is that wherever possible, businesses should continue to allow employees to work from home and do so until all safety measures are in place and further Government guidance is provided over the coming days and weeks.

For those industries that are allowed to reopen there are strict guidelines that must be followed for the health and safety of their employees, customers and the wider community – these can also be found using the link above.

We are putting together a checklist which will be issued shortly to assist with the planning of employees returning to work.

5th May 2020, news on Coronavirus

Further guidance has been released on the new stages of lockdown. Click [here](#) for more information and also [here](#) for a breakdown of the different stages.

Currently – the main change is the time allowed outside the home has increased from 2 to 4 hours.

12th May onwards – some changes for businesses which all advice should be adhered to.

Some key points from companies to think about when thinking about employees returning to work:

- Ensure social distancing is adhered to
- PPE equipment for employees
- Rotating employees and start times
- Implement temporary business practices – for example entrance and exit management
- Understanding employee's personal circumstances and do not make any assumptions

Please do not hesitate to contact HR Now on 747559 if you have any queries regarding your employer responsibilities in terms of reacting to this latest update and its implications on your business.

30th April 2020, news on Coronavirus

Schools update – It has been [announced](#) that the schools will remain closed until the 1st June at the earliest. We advise that you:

- Continue to check in on the wellness of your employees – juggling home schooling and productivity can be stressful
- Have open conversations with employees, check if working hours need to be amended or further flexibility applied
- Is there any additional support they need from you?
- If you were starting to pull together a phased approach plan to return to the office, does this impact the resources you need?

27th April 2020, news on Coronavirus

Update Phase 2 Co-funding scheme – full details can be found [here](#), below is a quick summary of some of the highlights;

- For those businesses who cannot financially afford the 20% top up, an exemption can be applied for (points 10, 11, 29, 30 onwards)
- Scheme application windows are specific and a claim will need to be made each month (points 13, 14, 15 & 85)
- All insurance schemes must be exhausted before applying (point 22)
- Material detriment is clearly defined with an example (points 23 & 24)
- Only applicable to those who were submitted on the March social security contribution schedule (point 43)
- Scheme available to full time employees, part time employees, fixed term contracts and zero-hour contracts (point 45)
- Maximum salary has been reduced from £10,000 a month to £4,558 a month (£54,696 p.a.)– any employee earning over this will be exempt (point 50)
- The scheme does allow employers to negotiate reductions in hours worked
- If successful in your application, employees may be contacted by the Government Community Taskforce for verification (point 71)
- There is no appeal process once a decision has been made (point 95)
- Where there is cause to suspect that a fraudulent claim may have been made, the claimant will be referred to the States of Jersey Police for possible investigation and may be prosecuted.