

Title of Report: Job Support Scheme	Officer Presenting: Lead Human Resources Officer Author: Paula Donnelly
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1 Purpose of Report/Recommendations

- 1.1 The purpose of this report is to update members on how we plan to implement the Job Support Scheme and seek endorsement of our approach to date.

2 Background

- 2.1 The previous Job Support Scheme was in place from 1 March 2020 until 31 October 2020.
- 2.2 During this period Council furloughed in the region of 270 employees. These were staff mainly employed in leisure services, visitor services (Guildhall and Museums) and Arts & Culture (Alley Theatre).
- 2.3 These employees were furloughed on 100% of current pay.

3 Key Issues

- 3.1 A new Job Support Scheme is effective for 6 months from 1 November 2020. (Appendix 1). The Department of Finance have confirmed Council can access the scheme.
- 3.2 Employees must work a minimum of 20% of their substantive hours. 61.67% of non-worked hours can be claimed from the Government with a further minimum of 5% to be covered by the employer and the Council can top this up to 38.33% if they wish. The Council is still liable for NIC and pension costs.
- 3.3 Consultation with the recognised trade unions and engagement with the relevant employees is currently taking place in relation to how we utilise the scheme.
- 3.4 At this stage it is anticipated that many of the staff employed in leisure services and visitor services will be supported by the scheme.
- 3.5 It is anticipated that all employees will return to work for a minimum of 20% of their substantive hours and will continue to get paid at 100% of their contracted hours.

4 Financial, Equality, Legal, HR, Improvement, Rural Needs and other Implications

4.1 At this stage there are no implications associated with this report. A further report will be brought back to Committee on the financial implications.

5 Recommendations

5.1 It is recommended that Members note how we plan to implement the Job Support Scheme and seek endorsement of our approach to date.

5.2 This will be kept under review and Members updated accordingly.

Background Papers

Appendix 1 – Job Support Scheme Open Factsheet