

What you need to know about weekly furlough payments

Since 1st July 2020, to ensure we meet the requirements of the Government's Coronavirus Job Retention Scheme, we have changed the way in which we work out your weekly furlough payments.

This means that many of you will see a change in the amount of pay you receive each week. However, if your pay didn't normally vary on a weekly basis prior to furlough, it's likely that you will see no change to your furlough pay.

Furlough pay is now calculated at 80% of either:

- The average weekly pay you received in the whole of the 2019/20 tax year (April 2019 to March 2020)
- OR
- the weekly pay you received for the same 7 calendar days in last year

Your furlough payment will be based on whichever of these two figures is the highest.

For example – weekly paid colleague with no salary sacrifice deductions:

Week 1

- Pay week 4th – 10th July
- Average weekly pay last tax year: £250
- Actual weekly pay 4th-10th July 2019: £260
- Furlough pay for 4th-10th July 2020: 80% of £260 = £208

Week 2

- Pay week 11th – 17th July
- Average weekly pay last tax year: £250
- Actual weekly pay 11th - 17th July 2019: £240
- Furlough pay for 11th – 17th July 2020: 80% of £250 = £200

We realise that this is complicated, and you may have questions about it. If you want to talk to someone to understand more about how your furlough pay has been calculated, please speak to your local HR team.