

I'M A MEMBER OF  
2019  
**REWARD**  
300

# Welcome

## Agenda

COVID-19 Statutory Sick Pay  
HMRC Time to Pay  
Pensions and Auto-enrolment  
National Minimum Wage  
School closures and Key Workers  
Homeworkers and potential tax reliefs  
Q&A



## Simon Parsons



simon.parsons@sdworx.com



@PSimonParsons



P Simon Parsons

- Honorary Chairman, BCS Payroll Specialist Group (The Chartered Institute for IT)
- Chair, IReeN the electronic exchange with government user network

- HMRC: RBSG; EPG, BIB
- HMRC/DWP/BEIS: SPCG
- HMRC/BEIS/SLC: CSL
- Pension PIP and Pension BIB



*Disclaimer: The presentation does not provide definitive answers to individual queries, and in some places takes views on matters which are uncertain. It is not intended to be relied upon in any specific context or as a substitute for seeking advice (legal or otherwise) on a specific circumstance, as each case may be different.*

# Why is it so complicated



# CJRS - What about payroll? – new pay elements

This is not a statutory payment with government set rules!

Are you implementing:

- Do you want to identify the Furlough Status or handle externally?
  - Use existing Pay elements or add new?
  - What about costings, GLs etc?
  - Any special payroll calculations or import pay values?
  - Prepare data for the standalone grant process
- Configuration options will probably be available



# Budget 2020 (11<sup>th</sup> March 2020) – Rishi Sunak

---



Rishi Sunak

**Rishi Sunak**  
Chancellor of the Exchequer





# Budget 2020

## Opening statements

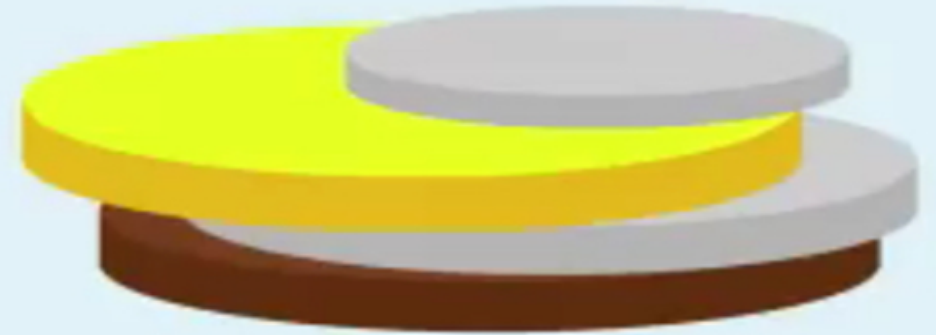
‘I want to get straight to the issue most on everyone’s mind – coronavirus COVID19....’

‘...we are doing everything we can to keep this country, and our people healthy and financially secure’.

‘...we will get through this – together’

# Budget 2020 – COVID-19 coronavirus

Support people  
so they can  
access Statutory  
Sick Pay and  
benefits more  
easily



Budget  
2020



HM Treasury

# Statutory Sick Pay

Assessed on earnings subject to Class 1 NICs

**Weekly Earnings Threshold  
£120 (£118)**

SSP Effective date	6 <sup>th</sup> April 2020
SSP Weekly Rate	£95.85 (£94.25)
Percentage Threshold Scheme	0% (no longer exists)







# COVID-19

## Statutory Sick Pay measures

### Day 1 entitlement

For those affected by Coronavirus, SSP will be made available from day one:

- Those sick with coronavirus
- Those who are advised to self-isolate

For other reasons there is still a 4 day Period of Incapacity for Work (PIW) and 3 qualifying waiting days.

# Evidence of sickness

<https://111.nhs.uk/isolation-note/>



Get an isolation note

First 7 days – employees can self certify – employers cannot insist on other evidence

After 7 days – employers may ask for evidence of sickness absence

The new isolation note provide employees with evidence of advised sel-isolation due to coronavirus. Either they have symptoms or live with someone who has symptoms.

These are contained without contacting a doctor or leaving their home

After answering some questions, an isolation note is emailed. Can be sent to a trusted friend or even the employer directly.

# Some COVID-19 SSP Q&A

## **Q - COVID19 and SMP**

A - Where a pregnant woman stays at home due to government guidance relating to coronavirus it will not be classed as a pregnancy related illness. Normal rules will apply in that SSP will cover this and the woman will not have to bring her MPP forward.

## **Q – Exhausting the 28 weeks SSP maximum entitlement**

A - If the employee has already exhausted their 28 weeks SSP then they won't be entitled to any more, even under coronavirus and should be served the SSP1 form and advised to claim UC/ESA.

## **Q – Are zero hours worker entitled to SSP?**

A – Yes if they meet the average earnings test. There is no requirement of work have being scheduled if the contract has not ended.



# COVID-19 Statutory Sick Pay (SSP)

## 100% Reclaim for 14 days

New legislation for **small and medium-sizes** employers:

- **100% refund of the first 2 weeks** of COVID-19 SSP per employee
- Eligibility – **less than 250 employees** on 28<sup>th</sup> February 2020

Employer must:

- Maintain record of COVID-19 sickness absence
  - **No requirement for Sick / Fit note**
  - However if employer insists on evidence after 7 days – **NHS 111 Isolation Note email is the evidence**

When does this commence and for how long does the emergency scheme last?

- **Commences on Friday 13<sup>th</sup> March 2020 (backdated once implemented)**
- Currently ends 12<sup>th</sup> November 2020 (but subject to earlier or later date being set by the government)





# COVID-19 SSP Reclaim – How?



## **‘Standalone’ claim process**

Government are developing a standalone claim process

Employer can upload:

- Individuals
- Payment details



# COVID-19 SSP - What about payroll?

Only this SSP can be reclaimed

How will you police and ensure:

- COVID19 sickness is recorded
- How will you enforce payment from day 1
- How will you obtain data for the reclaim (if you qualify)

Most payroll solutions will already provide override capability to make the payment.

Do you need payroll to account for COVID19 or hold that information separately to enable the claim?



# In summary

## SSP measures effective Friday 13<sup>th</sup> March 2020 (for 8 months subject to review)

For the employee

- COVID-19 self isolation = sickness (unfit for work)
- SSP payable from day 1 (no waiting days)
- Alternate fit note from NHS 111

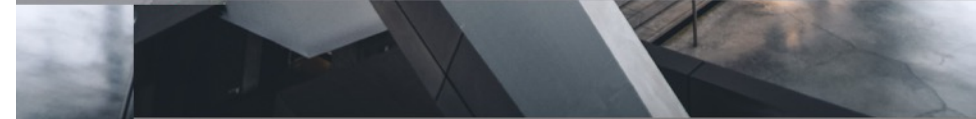
For the employer (<250 employees – 28/2/2020)

- COVID-19 SSP payment reclaim
- Employer to maintain records
- Claim up to 14 days per employee
- Reclaim mechanism will be standalone

Universal Credit

Contributory Employment and Support Allowance

- =>25 = £73.10/w
- <25 = £57.90/w



**Time to pay – 0800 0159 559**



HM Government

## Coronavirus

Our new helpline number is changing. If any businesses are concerned about paying their tax due to coronavirus call us on **08000 241222**.

**CORONAVIRUS**

**STAY HOME  
PROTECT  
THE NHS  
SAVE LIVES**