



people behind people technology

# Job Support Scheme



## What is it?

If your business can open then the government state they want to support you to bring those people back to work through the job support scheme which will directly support the wages of people who are in work to give businesses the option of keeping employees in a job on shorter hours rather than making them redundant. This support is through the original JSS announced in September as part of the [winter economy plan](#). Although full guidance has not yet been released we do know:

- The JSS will be introduced on 1 November 2020 to protect only viable jobs;
- Employees must work at least a 1/3 of their normal hours and be paid for those hours as normal by their employer;
- The Government and employers will increase those wages by covering 2/3 of the pay that employees have lost by the reduction in their working hours, and the employees will keep their job;
- For every hour not worked the employer and government will each pay 1/3 of the employee's usual pay, subject to conditions;
- The table below assists with how the JSS is expected to work;

Hours Employee Worked	33%	40%	50%	60%	70%
Hours Employee Not Working	67%	60%	50%	40%	30%
Employee Earnings (% of normal)	78%	80%	83%	87%	90%
Gov't Grant (% of normal wages)	22%	20%	17%	13%	10%
Employer Cost (% normal wages)	55%	60%	67%	73%	80%

- The level of grant under the JSS will be calculated using an employee's usual salary, but the government contribution will be capped at £697.92 per month;
- Employees must not have been made redundant, nor given notice of redundancy during the period within which their employer is claiming the JSS grant;
- Employer's will be reimbursed in arrears for the government contribution;
- Anyone who has been employed since 23 September 2020 (and has been submitted on an FPS before this date) is eligible;
- All Small and Medium Enterprises (SMEs) will be eligible to apply for the JSS, that have a UK bank account and a UK PAYE scheme;
- Larger businesses can only apply to the JSS where their turnover or revenue has fallen or been adversely affected by COVID-19, there will be restrictions on the capital distributions (such as dividends) of large companies to their shareholders, whilst they are in receipt of JSS;
- The JSS will be open to employers who did not originally claim any furlough payments under the Coronavirus Job Retention Scheme and run for 6 months starting in November 2020; and
- Employers retaining furloughed staff on shorter hours can claim under the JSS and the Job Retention Bonus



# Phase

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