



## JOINT UNION COMMUNICATION

### FSHC FURLOUGH SCHEME

GMB, UNISON & RCN have had regular meetings with Four Seasons Health Care during the COVID19 Crisis.

Many members who are in the most vulnerable group have been advised to shield for 12 weeks by the Government due to health reasons that put them at higher risk of COVID 19.

The government recently announced the Coronavirus Job Retention Scheme, under which HMRC will protect workers' wages up to 80% of their usual pay, to a cap of £2,500 per month. This leave is called furlough. It was intended to help companies which had to lay off staff due to temporary closure of their business. Initially, most care providers did not qualify for this scheme which meant social care workers were excluded. However, after challenges from the Trade unions, guidance has been changed so that staff who need it can be offered furlough with pay if they are having to shield.

Due to these changes FSHC is now able to access this scheme for their most vulnerable workers. This means that any Colleague who is in receipt of a letter from the NHS advising them to shield, will be eligible to be placed on furlough leave, which FSHC group have agreed to top up to 100% usual pay from 1<sup>st</sup> May 2020.

The Joint unions welcome the scheme; however, we are disappointed that the FSHC group will not be backdating this payment.

If you believe you are eligible for the scheme, please contact your home manager ASAP

Handwritten signature of Clare Jacobs in black ink.

Clare Jacobs  
National Officer  
For social care  
and the independent sector  
The Royal College of Nursing

Handwritten signature of Kelly Andrews in black ink.

Kelly Andrews  
Social Care lead  
GMB Trade Union

Handwritten signature of Gavin Edwards in black ink.

Gavin Edwards  
Acting Senior National Officer  
Business, Community and Environment  
Unison