

Covid-19: Support for Business



GMB Officer's Checklist

The Government has announced significant measures to support businesses in light of the economic shutdown triggered by covid-19. Part of the announcement includes a funded employment package with measures to minimise job cuts.

Go to page 3 for a list of the measures and a web link for more details.

The GMB People's Bailout Campaign and our direct lobbying of the government were key to getting this package to save jobs. Whilst the package falls short in some respects it's a big step in the right direction and GMB Reps and Officers must use it to organise our members in the week and months ahead.

This checklist is intended to help GMB Officers and Reps ensure that employers are using the government package to protect our members jobs and livelihoods. This offers GMB a unique opportunity to organise and retain GMB members.

Workplace/Employer	
GMB Officer	
Key Employer Contact	

Employer Check list	notes
1. Is the employer accessing all possible sources of economic assistance from the Government as listed on page 3?	
2. How are the employer and GMB going to work together to communicate with employees?	
3. Is the employer planning to "furlough" employees (send them home with pay) under the Job Retention Scheme? If not what is the plan to challenge this If yes – go to questions 4-12.	
4. Which employees are they planning to furlough – and what is the selection criteria?	

5. What is the initial length of time for which the employees are being furloughed?	
6. Are there any employees who the employer is planning to lay-off or make redundant instead of furloughing? If yes, why?	
7. What arrangements are in place to pay the 20% top up to keep employees on full pay?	
8. What arrangements are being introduced for employees who are above the monthly £2,500 cap?	
9. How is the employer calculating full pay for the purpose of determining pay whilst furloughed?	
10. Are options available to rotate furloughed employees so employees retain skills and experience? NB whilst we await details of the scheme we cannot be sure this is possible – but it may be desirable in some situations.	
11. What measures is the employer putting in place to keep in touch with furloughed employees to keep them informed of developments and to maintain morale?	
12. What arrangements are to be put in place around leave, sickness, maternity, etc?	

Options Available to Employers

The following options are available to employers for financial support for their business.

Additional information is available at

<https://www.gov.uk/government/publications/guidance-to-employers-and-businesses-about-covid-19/covid-19-support-for-businesses>

a. Job Retention Scheme	
b. Deferring VAT payments	
c. Statutory Sick Pay relief for SMEs	
d. Small business grant funding	
e. Grant funding for retail, hospitality and leisure	
f. Business interruption loan scheme	
g. Debt relief	
h. Deferred tax payments – “time to pay”	