



Q&A – The current situation as of 27 March 2020

We have answered the below questions to the best of our capability at this time. Other businesses in Cornwall and the UK are also struggling with these questions at this time. We hope the answers to these questions will become clearer shortly and will update you as we know more.

What is the Job Retention Scheme?

The Government has committed to funding salaries for at least 3 months (from March to May 2020) for employees with an employment status of 'furloughed'. As we paid everyone as per the normal hours or fixed salary for March this scheme is currently only available to us to make use of until the end of May. If there are any updates from the government on this and the resort remains closed we will let you know.

What does Furlough mean?

It technically means temporarily laying off employees due to a downturn in business.

In simple terms, the employee is instead kept on the payroll with no work carried out instead of being laid-off.

How much can we request help on your behalf through the scheme?

80% of pay (up to £2,500) per employee. The government have yet to clarify if this is gross or net pay.

Does the 80% cover tax and National Insurance?

The government has not yet issued guidance on this.

What happens to deductions like student loans and attachment of earnings?

The government has not yet issued guidance on this.

When will my furloughed money be paid?

As per our normal payroll cycle at the end of April in the usual manner. You do not need to contact HMRC. As soon as we know the exact amount you will be paid for April, we will notify you.



I have a period of annual leave booked during the period of 'furlough', what happens to this holiday?

Our understanding at this time is that you will not be paid holiday during a period of furlough.

What happens to the holiday days I accrued prior to being furloughed?

The government has not yet issued guidance on this. We will confirm once we know.

If you do accrue holiday during any period of time that you are furloughed, if it is allowed by the Scheme, we will deem that it has been taken during this period. This is as we are likely to need everyone to focus on getting the Resort back up and running once we re-open.

Can a self-isolating employee receiving SSP be changed to 'furlough'?

Following government guidance, at the end of the SSP period you will be changed to you being "furloughed".

I am an employee on maternity leave (or other similar leave), how am I affected?

Your status remains the same and is unchanged, i.e. employees will continue to receive any statutory (SMP) and contractual payments in relation to their leave. If you are due to return to work from maternity leave after 23rd March (hourly wage) or 1 April (salary) you will be automatically furloughed from the intended date of your return.

Can a 'furlough' employee take on a second job?

The government has not yet issued guidance on this. However, the same rules apply with regards to any contractual conflict agreement and tax purposes where a second job exists. Do make sure you continue to follow the Government Guidance on staying safe at this time.

I was 'furloughed' and have found another job, should I resign?

Yes, if this means you are not going to return to the job you were furloughed from. The usual contractual arrangements regarding resignation apply.

How and when will the resort reopen?

The government has not yet issued guidance on this. We will keep you updated as best as we can. When you are told that your furlough period is ending you will need to return to work as instructed.