## Coronavirus (COVID -19) Guidance for Employers

## May 2021 Edition

Since the COVID-19 pandemic begun, the LMC HR team have provided advice and guidance for various queries on the topic of COVID and the various issues it has brought up.

In providing advice on these matters the HR team are relying significantly on the following sources of guidance which are now attached for the benefit of Practices:

* Guidance provided via the [ACAS website](https://www.acas.org.uk/coronavirus)
* Freeths Solicitors [Coronavirus: FAQs for Employers | Freeths](https://www.freeths.co.uk/2020/03/16/coronavirus-qa-for-employers/)
* Government Guidance on the GOV website

All the above reflect the base line legal position and continuing updated guidance and clarification.

**Furlough – Does it apply to GP Practices**

Guidance published recently suggests that GP practices **may not be eligible to apply for Furlough**. The update states:

“The government expects that the scheme will not be used by many public sector organisations, as the majority of public sector employees are continuing to provide essential public services or contribute to the response to the coronavirus outbreak. Where employers receive public funding for staff costs, and that funding is continuing, we expect employers to use that money to continue to pay staff in the usual fashion – and correspondingly not furlough them.”

“This also applies to non-public sector employers who receive public funding for staff costs. Organisations who are receiving public funding specifically to provide services necessary to respond to COVID-19 are not expected to furlough staff.”

See further advice and guidance via the links below:

[First Practice Management - GP Practices & Furlough](https://www.firstpracticemanagement.co.uk/blog/2020-blog-posts/gp-practices-and-furlough-further-clarity-is-needed/)

[Gov.uk – Claim for wage costs through the coronavirus job retention scheme – who can claim](https://www.gov.uk/guidance/claim-for-wage-costs-through-the-coronavirus-job-retention-scheme#who-can-claim)

[Gov.uk – changes to the coronavirus job retention scheme from July 2021](https://www.gov.uk/government/publications/changes-to-the-coronavirus-job-retention-scheme/changes-to-the-coronavirus-job-retention-scheme)