



COVID-19: Furlough and Multiple Roles

SIDLEY

In light of the rapidly developing situation and government response, this memorandum is current as at 16 April 2020.

“Our Charity has a mixed income from grant funding and through the provision of services. We are looking to furlough staff on non-grant-funded projects. However, we have staff working in both roles. Can they be furloughed for one role and not the other? If so, how would it work?”

It is not possible to furlough staff for one role and not the other. To be eligible for the Coronavirus Job Retention Scheme (“**CJRS**”), staff who are furloughed cannot undertake any work for, or on behalf, of the organisation or any linked or associated organisation. This includes providing services or generating revenue for such organisations.

Furloughed employees can undertake volunteer work, but it must not involve providing services to or generating revenue for or on behalf of the organisation, or any linked or associated organisation. In practice, this means that any volunteer work can only be undertaken for an unrelated organisation.

Subject to any contractual restrictions, furloughed employees are also free to seek paid employment with another, unrelated organisation and remain eligible for the CJRS.