



People First
(Scotland)

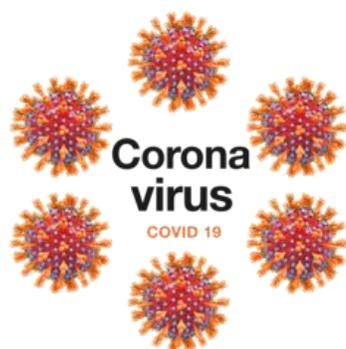
What is furlough?

Furlough is temporary leave from work.

This means that you will not go to work or do your job for a period of time.



Why would someone go on furlough?



The spread of coronavirus (COVID-19) means that some workplaces have had to shut and there is no work to do.



Going on furlough means you will be asked to stop working for a while but you will still be paid some of your salary.



For this to go ahead, both you and your employer have to agree to it.



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How much will I get paid if I am on furlough?



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If you are on furlough you do not get full pay.

You could get paid 80 per cent (80%) of your wages. That is most of your wage but not all of it.



If you normally get paid a different amount each month, your employer will work out your average monthly salary and pay you 80 per cent (80%) of that.



The amount of money you get paid might be below minimum wage. This is not against the law, because you are not working.

If you are not getting enough money to live on you may be able to for receive welfare benefits, including Universal Credit.



Furlough is not the same as working from home.

When you are on furlough you are told not to work.

If you are working from home, you should get your full salary.



What if I don't want to go on furlough?



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If you don't want to go on furlough, you might be made redundant.

This means you will be out of work.



You can then apply for welfare benefits but this might mean that you get less money than if you were on furlough.

Can I be made redundant while on furlough?



You can still be made redundant while you are on furlough.

If this happens, you may get some money called 'redundancy pay'. This amount would be based on what you were paid before you were on furlough.

You can then also apply for welfare benefits.

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