

Kingsteignton Town Council

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Mayor's Charity 2019/2020

#DoltForDeaks

A project to end the stigma around
mental health and suicide

Kingsteignton Town Council has declared a Climate Emergency

6 May, 2020

To Members of Kingsteignton Town Council

You are hereby summoned under the Local Government Act 1972 Sch.12s.10 to attend a Virtual Meeting by Zoom of the Full Council meeting of Kingsteignton Town Council on **Wednesday 13 May 2020 at 6 pm**

Carol Lakin
Town Clerk

FULL COUNCIL MEMBERS:

Mayor: Councillor D Rollason

Deputy Mayor: Councillor B Austen

Councillors: R Bovey, A Brotherton, T Dempster, K Jones, A Khan, I Laws, R Peart, S Plummer, D Ripping, J Scagell, B Thorne

Part 1

VM16/2020 Apologies – (Received from Alex Brotherton)

VM17/2020 Declarations of Interest

VM18/2020 Minutes from meeting 29 April, 2020

VM19/2020 County Councillor Report

VM20/2020 District Councillor's Reports

VM21/2020 Police Report

VM22/2020 Clerk's Report

VM23/2020 Update on COVID 19 (including information from the Government Website)

VM24/2020 Finance Report – Mr Banner, Finance Officer

VM25/2020 Representatives Reports

VM26/2020 Reports:

- Old Rydon Inn
- KingsCare

- Newton COVID 19
- CVS

VM27/2020 Report on V E Day Celebrations

VM28/2020 Date for next meeting

Part 2

VM29/2020 To discuss Furloughing of Staff – information below

Coronavirus Job Retention Scheme – South West Councils

The vast majority of queries that we have recently received from organisations of all sizes are in relation to furloughing and access to the Government's Coronavirus Job Retention Scheme. You should already have seen the latest LGA guidance on this subject which was issued following the Government's update on 4 April 2020.

The Government has previously indicated its expectation that public sector organisations are not expected to use the Scheme except in certain specific situations:

“In a small number of cases, for example where organisations are not primarily funded by the government and whose staff cannot be redeployed to assist with the coronavirus response, the scheme may be appropriate for some staff.”

We won't know the circumstances in which the Government will accept applications from authorities until they start applying using the Government online portal from 20 April 2020. In the meantime, SW Councils together with the other Regional Employers Organisations and the LGA have been discussing the approach that employers might want to take when considering making an application under the Scheme. Here are a few key questions:

1. Can the potentially redundant/laid off employees be reasonably and practicably re-deployed into jobs that are funded?
2. Does the money which supports or largely supports the employment costs derive from non-public sector sources e.g. grants, income etc.
3. Has the money disappeared altogether or has it significantly reduced?
4. Would the employees be then subject to a potential redundancy process or be laid-off?

If the answers to the above are no, yes, yes, and yes, then furloughing the employees under the Scheme may be possible. Authorities also have a separate choice as to whether they would pay 100% of salary/wage but be able to recover 80% if their applications were successful. This is an approach we would encourage authorities to adopt if possible.

In respect of casual workers and furloughing. Anyone on the payroll (through PAYE) **on 19 March (please note the change of date announced this week)** is eligible – so this isn't limited to employees. The Scheme is about trying to keep as many people in the position that they would have been in for as long as possible during this period where normal business is suspended. Therefore, if the employer would have anticipated engaging a person in this period if the epidemic hadn't occurred, they could consider furloughing them if they have no viable source of income to support them through this period.

We will continue to keep you abreast of any developments in respect of this and other Covid-19 related workforce issues. **Similarly if you have any other queries, please do not hesitate to contact the HR Services Team on 01823 425222**

LGA GUIDANCE ON FURLOUGHING STAFF

If you're a public sector employee

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.

In a small number of cases, for example where organisations are not primarily funded by the government and whose staff cannot be redeployed to assist with the coronavirus response, the scheme may be appropriate for some staff.

If you work for the public sector, you can get more information about how the scheme works for you from your UK Government Department, employer or, in the case of employers funded by the Scottish Government, Welsh Government or Northern Ireland Executive, through your respective administration.

Local Authorities can use the scheme. However, it should be noted that public sector organisations are not expected to use it except in certain specific situations:

"In a small number of cases, for example where organisations are not primarily funded by the government and whose staff cannot be redeployed to assist with the coronavirus response, the scheme may be appropriate for some staff."

Organisations receiving public money to assist with the response to COVID-19 are not expected to furlough staff.

The Government conveyed the following view to the LGA:

"The Government has given local authorities £1.6bn of additional funding to support them in responding to the Covid-19 pandemic. This funding is un-ringfenced and is intended to help local authorities address any pressures they are facing in response the Covid-19 pandemic, across all service areas."

Where employers receive public grant 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 grant funding for staff costs."