

Coronavirus (COVID-19) – what happens next...?

Following the announcement made by Martyn Coffey on Thursday 26 March, we'd like to share with you a reminder of the key details as well as information on what happens next.

All Marshalls' employees, except for those in business-critical roles, have been placed on Furlough Leave. The UK Government have asked employers to use the principle of 'Furlough Leave' as a temporary measure to retain their workers. Marshalls will receive support from HMRC to cover the salaries of furloughed individuals. Unlike most companies, Marshalls will top-up your salary to ensure that you get 100% pay for the time that you're off work under furlough in the first three week period. This is our current position in a changing situation.

The first three week Furlough Leave period, which is the current furlough period, started on Wednesday 25 March 2020 and will run for three weeks until Tuesday 14 April 2020 inclusive.

HMRC have now issued initial guidelines for how Furlough Leave will work. You can find out more about this on the UK Government webpages or [click here](#).

The HR team are working with the HMRC information to understand what this means for all employees on an individual basis. You will hear more about this in a letter to your home address in the coming days.

Once you receive this letter, you will need to take action in Yourspace. You will need to log onto the system and answer some simple questions to confirm you have received, understood and agree to the change to your contract highlighted in the letter. Once you have done this in Yourspace, we will update your Payroll records to indicate you are a furloughed employee. For Edenhall colleagues, you should follow the instructions in the letter for how to confirm you have received, understood and agreed to the contract changes detailed in the letter.

We have consulted with the recognised trade unions to come to an agreement on how we manage this process and how we manage any other decisions and changes in the short term. As a result of our consultations with the unions, we have reached a Joint Agreement which will apply for the period of the coronavirus (COVID-19) pandemic. The Joint Agreement outlines the approach we will take and how we will manage any further changes. Please [click here](#) or visit the coronavirus intranet page to read the Joint Agreement. Thank you to the union representatives for their support.

We've updated the FAQs to reflect the new information that is now available. You can find a copy of these on the intranet or [click here](#).

As a reminder, if you have any individual queries or concerns, please direct these to the Case & Advice team at PeopleServices@marshalls.co.uk