

A message from Martyn Coffey – salary calculations while on Furlough Leave

Today, Monday 20th April, is our usual monthly pay day for Marshalls employees. It's the first pay day since we put employees onto Furlough Leave and therefore the way that your salary has been calculated is different.

We know that pay is a personal and emotive issue, and probably more so in the current climate. We want to help you understand the way in which we've had to approach pay calculations for those on Furlough Leave.

I've already shared with you our intention to use the CJRS. I've also told you that we will top up your salary to 100% for phases one and two of Furlough leave until Tuesday 5th May, which is beyond the CJRS pay-out of 80% (maximum £2,500 per month per employee).

To calculate your salary for this month, we've worked hard to make sure we're treating everyone as fairly as we can while following all of the HMRC guidelines. In line with those guidelines, we have chosen a pay reference period that is relevant and fair.

For salaried individuals (those that don't see any variation in their pay from month to month) your pay will be based on your earnings as at 28th Feb 2020. For those colleagues on variable pay, we have to work with averages and data from the reference periods. This uses historical data and is therefore impacted by what was happening at that time – more details on this are available in the Pay FAQs. Edenhall employees are on a different payroll and pay frequency – a specific set of Edenhall Pay FAQs are available.

We cannot give you all exactly what you want, but we can guarantee that we have been objective in our approach. In whichever way we have had to calculate your pay, we have aimed to pay you 100% of your usual salary.

In addition to paying 100% of your salary, we are also paying you on the same date as we would usually. We are able to support our employees in this way because of the careful management of our company finances and cash flow. As I've said previously, we need to be realistic about what we do going forward. It is likely our position will have to change so that we can continue to protect the business.

We're asking you to help us manage this. We've helped you through the most uncertain time many of us have ever had to live through by ensuring you receive a full salary for as long as we could afford it. We now need you to help us by understanding that our position will change, but we will do the best we can to support you and secure the long-term preservation of the business and jobs.

If you have any queries about your specific pay, please read the FAQs first. If you still have questions contact details are in the FAQs.

Thank you again for your continued support.

Martyn Coffey
CEO