

# Record of decisions taken by an officer under Standing Order 54 – urgent decision making



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|---|--|
| Title:  | COVID-19 Surrey County Council Response to Covid Furlough payments |
| Divisions Affected:                           | All  |
| Key Decision:                                 | Yes  |
| Reason Key:                                   | Affects two or more Divisions                                      |
| Decision taken under delegation by virtue of: | Standing order 54 – urgent decision making                         |
| <b>Meeting date/time</b>                      | <b>8 April 2020<br/>16:00-17:00</b>                                |
| <b>Meeting title</b>                          | <b>CLT meeting</b>   |

## Summary

The Council is responding to the Covid-19 major incident and therefore needs to make urgent decisions to ensure that residents are protected. Urgent decisions taken at the above named meeting are listed below with reasons.

## Decision made

### Decision made:

It was AGREED that:

1. Where roles cannot be done from home, involve non-essential services that cannot be delivered following social distancing, or staff are unable to fulfil their contractual hours due to dependent commitments, we will continue to pay employees unable to do their job based on their normal rate of pay and hours of work as set out in their terms and conditions of employment, effective from 23rd March 2020.

### Reasons for Decision:

1. On 20 March 2020, the Chancellor announced a package of support for businesses affected by the coronavirus (COVID-19) crisis, including grants available under the Coronavirus Job Retention Scheme. The scheme is

intended to support employers to keep employees on the payroll and is open to all employers with a PAYE scheme.

2. Although the scheme includes public-sector employers and charities, Government guidance on furlough payments makes it clear that it is highly unlikely that many council staff will be eligible under the scheme. The Government expects public bodies to continue to provide essential public services, which will include the deployment of some staff into temporary alternative work and use any public funding for staff costs to continue to pay staff in the usual way, rather than apply for a furlough payment. This will apply to most county council positions where there is a 'budgeted' establishment for their role. This applies to all our staff including those on bank and agency contracts.
3. Government guidance to the public sector expects us to ensure that all SCC staff do not suffer a financial detriment as a result of COVID-19 and our staff have shown real commitment and dedication over the last few weeks. This recommendation reflects the value we place in our workforce whatever contract they may be on or role they are in. We do not therefore intend to furlough staff under the government's Job Retention Scheme at this stage. As such, we will continue to pay employees unable to do their job for the above reasons based on their normal rate of pay and hours of work as set out in their terms and conditions of employment, effective from 23rd March 2020.
4. These arrangements will continue whilst the Government measures remain in place, and should be reviewed on a three-monthly basis, subject to any new Government guidance.

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|-----------------------|-----------------------------------|
| Decisions taken by:   | Joanna Killian<br>Chief Executive |
| Decisions taken on:   | 8 April 2020                      |
| To be implemented on: | 8 April 2020                      |

#### **Decision taken in consultation with**

Leigh Whitehouse  
Michael Coughlin  
Simon White  
Dave Hill  
Katie Stewart  
Rachel Crossley  
Emma Lucas  
Tim Oliver, Leader of the Council