

## Orange Genie has decided to continue its support of all furloughed employees to the end of August

Orange Genie have always placed the health and welfare of our contracting workforce at the centre of our decision making process. This policy has continued throughout our implementation of the Government's Coronavirus Job Retention Scheme (CJRS).

We keep all decisions under constant review including our decision to withdraw from the CJRS. This was based on the information available at the time and following my participation at a virtual round table meeting with a senior cabinet minister. We decided to take an early decision to announce our withdrawal from the scheme giving you time to plan and prepare and to place a marker in the sand to Government.

**I am delighted to confirm that based on the latest CJRS announcements we will continue to support our furloughed employees through to the end of August.**

Throughout the furlough process we have spoken with many of you and had a continuous dialogue with many of our agency partners. We would like to acknowledge and thank you for your support. Our determination to support you has meant that we have furloughed more employees and we have paid out more than any of our close competitors. We have rarely accepted the status quo and have always campaigned and lobbied on your behalf. We fought alongside others to include discretionary bonuses in average pay calculations; we fought to furlough employees who were not on active assignments; we fought to furlough supply teachers who were not being supported through the public procurement policy process and we fought to continue payments throughout school holidays.

We're delighted to see a small but increasing flow of furloughed employees moving back into assignments but PLEASE remember to keep us informed. It is an incredibly complicated and time consuming process for us to reconcile the pay-out of funds claimed from HMRC only to find out that you have started work. It is our intention to process July furlough payments in early August and August furlough payments will be processed in early September.

At this stage it is highly unlikely we will continue supporting CJRS beyond the end of August. We will continue to review our position but this is based on two factors, firstly the significant cost increase to the employer and secondly releasing you from furlough allows you to proactively seek new assignments.

I hope our decision will relieve some of the stress you are under and allow you to enjoy the summer a little more.

Please stay safe

Graham Fisher FCCA  
Group CEO