



2020 EMPLOYER NEWSLETTER

**MERRY CHRISTMAS & HAPPY NEW YEAR FROM EVERYONE
AT CENTRAL TRAINING GROUP/CENTRAL HAIR LONDON**

College Closure Update

CHRISTMAS CLOSURE DATES

Our training centres will be closed for learners as follows:

- Central Hair (London) - Wednesday 9th December 2020
- London Road - Thursday 10th December 2020
(although there are some end point assessments taking place on 11th December and 14th December)
- Smithfield & Ipswich - Friday 18th December 2020

All centres will re-open on January 4th 2021. Our offices in Southend and Bethnal Green will be closed from Tuesday 22nd Dec and will re-open on Monday 4th Jan 2021.

A BIG THANK YOU TO ALL OUR EMPLOYERS



We are delighted to report that following a recent learner survey, our Learners have said how safe they have felt (and feel) both at college and in their workplace.

We would like to thank all our wonderful employers for their continued communication and support during these unprecedented times as we have all worked collectively to ensure that our learners have developed and progressed.

Our training teams would like to wish all our employers a very busy December! And, of course, a wonderful Christmas followed by a bright and happy 2021.



NATIONAL LIVING WAGE/MINIMUM WAGE – RATES FROM APRIL 2021

National Minimum Wage rates effective from April 2021 will be as follows:

- Workers aged 25 and over £8.91 per hour (currently £8.72)
- Workers aged 21 to 24 £8.36 per hour (currently £8.20)
- Workers aged 18-20 £6.56 per hour (currently £6.45)
- Workers aged 16-17 £4.62 per hour (currently £4.55)
- Apprenticeship rate **£4.30 per hour (currently £4.15)

** The Apprenticeship rate is effective for all apprentices under 19, or 19 and over and in the first year of their apprenticeship. Learners who are over 19 and in the second year of their apprenticeship have to be paid the relevant minimum wage.

More guidance at: www.gov.uk/national-minimum-wage-rates

Please remember that learners who are (or who become) 19 in their second year of training must, by law, be paid the National Minimum Wage for their age group.

If an employer dismisses an employee because their rate of pay increases, this would result in a claim for unfair dismissal – unless the employer can show other grounds for the dismissal.

DO YOU HAVE A VACANCY FOR A TRAINEE OR APPRENTICE?

Call our recruitment team on 0800 783 2901 – we will arrange for one of our learners to attend an interview with you.



INCENTIVE SCHEME FOR EMPLOYERS HIRING A NEW APPRENTICE – EXTENSION UNTIL 31st March 2021

The Government's employer incentive scheme for hiring an apprentice has been extended until 31st March 2021.

This means that employers who hire a new apprentice between 1st August 2020 and 31st March 2021 will receive a payment of £2,000 for apprentices aged between 16 and 24 or £1,500 for apprentices aged 25 or over. These payments are in addition to the £1,000 that employers already receive for hiring an apprentice aged 16 to 18 or someone who is under 25 with an education, health and care plan or who has been in the care of the local authority.

You can apply for an incentive payment if you recruit apprentices who have been made redundant as long as they are new to your organisation and they were hired between 1st August 2020 and 31st March 2021.

Payments will be made in two equal instalments. 50% after the apprentice completes 90 days of their apprenticeship and the remaining 50% after the apprentice completes 365 days. The apprenticeship must last for at least one year.

To claim incentive payments, employers must have set up their digital account. The account is used to obtain apprenticeship funding, find and save apprenticeships and to recruit apprentices.

Central can help you add apprentices to your account, but you will need to log into your account to claim any incentives.

For more information about this extension, go to <https://fewee.co.uk/2020/11/24/crumbs-treasury-spending-review-extends-apprenticeship-employer-incentives-by-just-two-months/> For more information on how to set up a digital account, go to <https://accounts.manage-apprenticeships.service.gov.uk/service/index>



JOB RETENTION SCHEME AND FURLOUGH PAYMENTS – EXTENSION UNTIL 31st March 2021

The Coronavirus Job Retention Scheme has been extended until 31 March 2021.

30 November 2020 was the last day employers could submit or change claims for periods ending on or before 31 October 2020.

Claims for furlough days in November 2020 must have been submitted by 14 December 2020.

More information at:

<https://www.gov.uk/guidance/claim-for-wage-costs-through-the-coronavirus-job-retention-scheme>



THE NEW POINTS-BASED IMMIGRATION SYSTEM FROM JANUARY 2021

The Immigration and Social Security Co-ordination (EU Withdrawal) Act 2020 ends free movement for European Economic Area (EEA) and Swiss citizens and their family members in the UK, so that from the end of the Brexit transition period, they will be subject to immigration controls. Under long-standing existing arrangements, Irish citizens can continue to enter, live and work in the UK without permission.

Employers should be aware that the new system will affect recruitment and some employers may need to apply for a sponsor licence. To avoid delays, employers who have relied on the ability to recruit EEA nationals can apply for a sponsor licence in preparation for the new immigration system in place from 1 January 2021. Be aware that it could take several weeks or months to prepare a sponsor licence application and for that application to be processed.

To apply for a licence, employers must be able to demonstrate that they are capable of sponsoring workers who meet the minimum salary and skill requirements under the points-based system from 1 January 2021. You do not need to identify a specific individual to be recruited and you do not have to identify specific vacancies that will require sponsored employees.

Any existing EEA employees must be advised that they need to apply for settled or pre-settled status if they have not already done so.

Any EU nationals already in the UK before the end of the transition period have a grace period until 30th June 2021 to apply under the settlement scheme. Employers need to understand the rules on right to work checks during this period.

For more information go to:

<https://www.gov.uk/guidance/new-immigration-system-what-you-need-to-know>

POSSIBLE EXTENSION TO REDUNDANCY PROTECTION FOR PREGNANT EMPLOYEES AND NEW PARENTS



The Government are considering extending redundancy protection (i.e. the right to be offered suitable alternative employment) for employees taking maternity leave and for other new parents. The second reading of this Bill (consultation began in 2019 and the first Bill was read on 8th July 2020) is due to take place on 12th March 2021, and, if successful, it will mean that relevant employees will be protected from the point the employee informs their employer that they are pregnant until 6 months after they return to work.

There would also be similar extensions to the protection periods for employees taking adoption leave and shared parental leave.

You can see details of the Bill at:

<https://services.parliament.uk/bills/2019-21/pregnancyandmaternityredundancyprotection.html>

Please note: Central Training Group accept no liability for any information provided in this Newsletter or advice given over the telephone. Information provided is for general guidance only and you should seek professional advice and guidance in specific and individual cases.

REVIEW YOUR CONTRACTS FOR IR35 IN THE PRIVATE SECTOR



Changes to the off-payroll rules that were due to come into effect on 6 April 2020 have now been delayed until April 2021. This is because of the spread of the coronavirus (COVID-19) pandemic and is to help businesses and individuals deal with the economic impact of COVID-19.

Please note that this is a delay to the introduction of the changes and is not a cancellation.

From April 2021 the rules for engaging individuals through personal service companies will change. The responsibility for determining whether the off-payroll working rules (sometimes known as IR35) apply will move to the organisation or employer receiving an individual's services.

This advice will help you prepare before the changes come in.

- Look at your current workforce (including those engaged through agencies and other intermediaries) to identify those individuals who are supplying their services through personal service companies.
- Determine if the off-payroll rules apply for any contracts that will extend beyond April 2021. You can use HMRC's [Check Employment Status for Tax](#) service to do this.
- Start talking to your contractors about whether the off-payroll rules apply to their role.
Put processes in place to determine if the off-payroll rules apply to future engagements

For more information and advice go to:

<https://www.gov.uk/guidance/prepare-for-changes-to-the-off-payroll-working-rules-ir35>



HOLIDAY LEAVE CARRYING IT FORWARD

New emergency legislation has been passed to ensure businesses have the flexibility to protect workers from losing their statutory holiday entitlement due to the current pandemic. These new regulations enable workers to carry statutory holiday forward when the impact of the coronavirus has meant that it has not been reasonably practicable for them to take it in the year to which it relates.

If it has not been reasonably practicable for workers to take some or all of their statutory holiday entitlement due to the pandemic, the untaken amount may be carried forward into the following 2 leave years. When leave is calculated, employers must give workers the opportunity to take any leave that they cannot carry forward before the end of the leave year.

Employers should do everything reasonably practicable to ensure that employees can take as much of their leave as possible in the year to which it relates. If it is necessary to carry leave forward, it is best to allow workers to take holiday at the earliest opportunity.

If your workers have been furloughed, they are unlikely to need to carry forward statutory annual leave as, in most cases, they will be able to take it during the furlough period. You must, however, ensure they are paid at the correct rate which is likely to be higher than the rate of pay covered by government grants.

More advice at: <https://www.gov.uk/guidance/holiday-entitlement-and-pay-during-coronavirus-covid-19#carrying-annual-leave-into-future-leave-years>