

Event Industry Forum (EIF) Employment Guidance

The EIF website has a range of guidances covering employment from HR specialists Ellis Whittam which you might find helpful. These cover advice on redundancies to home working and include a sample risk assessment template. You will find these at <https://www.eventsindustryforum.co.uk/index.php/the-events-industry-forum/10-coronavirus-advice>

There are also a number of useful points for guidance available from Government and other bodies, including:

- **Guidance on advice to provide to staff** including: how to help prevent spread of COVID-19; what to do if someone suspected or confirmed to have COVID-19 has been in a workplace setting; advice to give to individuals who have travelled to specific areas; and advice for the certification of absence from work resulting from COVID19. This includes advice on what to do if someone visits your restaurant/shop, or if your delivery driver has had contact with someone who is infected.

- The Association of Chartered Accountants has issued some guidance on **Employment law: What's the priority for employers?**

- Information on the **support available to businesses impacted by COVID-19**

- ACAS has published **information for employees and employers**, including information on simple steps to help protect the health and safety of staff, sick pay and absence from work

- The NHS website <https://www.nhs.uk/conditions/coronavirus-covid-19/> also has useful guidance

In addition, the Small Business Minister and Small Business Commissioner has called on the UK's big businesses to speed up payments to their small business suppliers wherever they can to ease cash flow issues. You can find more information here.

Financial Support

- Grants: Any business receiving Small Business Relief will automatically get a £10,000 grant, irrespective of any other criteria. Retail, leisure and hospitality businesses with a rateable value of less than £51,000 will get all get a £25,000 grant. The size of the grants are not variable.

- A Coronavirus Business Interruption Loan Scheme delivered by the <https://www.british-business-bank.co.uk/ourpartners/supporting-business-loans-enterprise-finance-guarantee/>, will enable businesses with a turnover of no more than £41 million to apply for a loan of up to £1.2 million, with the government covering up to 80% of any losses with no fees.

- A number of private lenders are also making funds available to small businesses impacted by COVID-19, including:

- £14 billion from <https://home.barclays/news/2020/03/supporting-our-customers-and-clients-impacted-by-coronavirus-co/>,

- £2 billion from <https://www.lloydsbankinggroup.com/Media/Press-Releases/2020-press-releases/lloyds-banking-group/lloyds-banking-group-ready-to-support-uk-small-businesses-impacted-by-covid-19/>

- £5 billion from <https://www.rbs.com/rbs/news/2020/03/natwest-pledges-p5bn-working-capital-support-for-smes-during-cor.html>

- A full government refund on the cost of providing 14 days of statutory sick pay per employee for businesses with fewer than 250 employees.

- Temporarily increasing the business rates retail discount to 100% for the 2020-21 fiscal year. This means retail and hospitality businesses, including restaurants and takeaways, with a rateable value below £51,000 will pay no business rates in the next year. Further information and guidance:

- Time to Pay - businesses can arrange to delay paying taxes by contacting HMRC - see <https://www.gov.uk/difficulties-paying-hmrc>

- A dedicated HMRC helpline has also been set up to help businesses and self-employed individuals with their tax affairs - 0800-0159-559

- The Association of British Insurers Coronavirus has a Q&A site about insurance cover at <https://www.abi.org.uk/products-and-issues/topics-and-issues/coronavirus-qa/>

- Insurance: The Treasury has agreed with insurers that any business with a policy that would have paid out if there had been a government mandated shutdown will be paid.

-- UK Finance Guidance for SMEs - 'Let's Talk Business COVID-19' - <https://www.ukfinance.org.uk/policy-and-guidance/guidance/let%E2%80%99s-talk-business-covid-19>

-- The Welsh Government has also put £200 million aside to support small businesses in Wales https://gov.wales/emergency-support-businesses-hit-coronavirus?fbclid=IwAR1fHd9u8TA4wGaDdIxNZIBbRKItEk1QBdRqi3m6l_WCO-IuN13Lh-nYPs

- Scottish Enterprise has launched a business helpline to provide businesses across Scotland with information and support on COVID-19. The business helpline number is 0300-303-0660 and will be open Monday to Friday, between 8.30am to 5.30pm.

-- The £80m grant fund is part of a £320m package of measures announced to help small businesses weather the coronavirus crisis.

-- 75% rates relief for retail, hospitality and leisure sectors with a rateable value of less than £69,000 from 1st April 2020

-- An £80 million fund to provide grants of at least £3,000 to small businesses in sectors facing the worst economic impact of COVID-19

-- 1.6% rates relief for all properties across Scotland, effectively reversing the planned below inflation uplift in the poundage from 1st April 2020

-- Fixed rates relief of up to £5,000 for all pubs with a rateable value of less than £100,000.

The UK Government is also operating a business helpline which is available to individual businesses on 0300-456-3565.