



COVID-19 update on contingent labour pay in the Civil Service

Following the Chancellor's announcement on 20 March that the Government will cover 80% of pay (up to a maximum of £2,500 a month) for all employees covered by PAYE arrangements, if they are unable to work as a result of COVID-19, it has been agreed following further consultation with Civil Service HR that contingent workers in the Civil Service will also be eligible for the same support.

This update provides guidance on these measures to help your organisation make the right arrangements with your contingent workers:

1. Contingent workers who cannot work due to COVID-19, for example, due to sickness, self-isolation, or the temporary closure of offices, should be paid based on 80% of their pay (up to a maximum of £2,500 per month) on a prorated basis. As outlined by the Chancellor, this should be backdated to 1 March, if necessary, and will be available initially for at least 3 months.
2. Contingent workers should work from home if they can and be paid as normal. They should also be extended the same flexibility to work around childcare as the rest of the Civil Service. If contingent workers are unable to work due to childcare responsibilities now that schools have closed, they should continue to be paid on the same basis (80% up to a maximum of £2,500 per month), for up to 7 working days whilst they make alternative arrangements. Again this approach will broadly align workers with civil servants.

These measures aim to protect:

- against the risk that some may attend work when they should be self-isolating, thereby potentially infecting wider teams and the broader general public
- against the risk of losing critical workers to jobs in other sectors because they are not getting paid
- supplier revenue with the intention of keeping them solvent so they remain a part of our ongoing supply chain in the future
- the livelihood of contingent workers and avoiding claims of statutory sick pay from the supply chain.

We are working with all the suppliers on our Public Sector Resourcing (RM3749), Non Clinical Temporary and Fixed Term Staff (RM6160), Non Medical Non Clinical (RM971) frameworks to ensure they have processes in place to help you facilitate these measures. If you have relationships with suppliers outside of these frameworks please ensure you have the appropriate discussions with your suppliers and make them aware of the requirements.

All statutory payment and agency margin payments will be payable as normal for any payment made to workers who are not able to work for reasons due to COVID-19.

Please implement these measures with immediate effect. If you have any questions about these guidelines, please email info@crownccommercial.gov.uk in the first instance.