

POA2021/13769



HM Treasury, 1 Horse Guards Road, London, SW1A 2HQ

Fiona Loud,  
Policy Director of Kidney Care UK,  
3 The Windmills,  
Turk Street,  
Alton,  
GU34 1EF

21 May 2021

Your ref:1284967

Dear Fiona,

Thank you for your email of 4 May enclosing correspondence, about the Coronavirus Job Retention Scheme (CJRS). Your email has been passed to the Treasury and I am replying as Minister with strategic oversight of the UK tax system.

The CJRS is available to all those who are Clinically Extremely Vulnerable (CEV) that meet the eligibility criteria, and this was the case last year when tier 4 guidance was introduced. It is not for the Government to decide whether an individual firm should put its staff on furlough or take its staff off furlough – that is a decision for the employer, in consultation with the employee. Employers should discuss with their staff and make any changes to the employment contract by agreement.

Shielding guidance is no longer in place, so CEV individuals will no longer be eligible for Statutory Sick Pay (SSP) or Employment and Support Allowance (ESA) on the basis of being advised to shield. Individuals may be eligible for SSP or ESA if they are sick or incapable of work, either due to COVID-19 or other health reasons, subject to meeting the normal eligibility conditions.

CEV individuals should talk to their employer to discuss and agree options around work, for example the ability to work from home, or returning to the workplace in a different role if their previous position cannot be fulfilled in a Covid-secure manner. Employers are still required to take steps to reduce the risk of exposure to COVID-19 in the workplace. If CEV individuals have concerns about their health and safety at work they can raise them with their workplace union, the Health and Safety Executive (HSE) or their local council.

Yours sincerely,

A handwritten signature in black ink that reads 'Jesse'.

RT HON JESSE NORMAN MP