



JUCNC COLLECTIVE AGREEMENT ON THE IMPLEMENTATION OF THE THE JOB RETENTION (FURLOUGH) SCHEME AT ULSTER UNIVERSITY

HEADINGS OF AGREEMENT

PREAMBLE

As part of its response to the Covid-19 emergency, UK government has put in place a Job Retention (Furlough) Scheme. The scheme is intended to support employers whose operations have been severely affected by the impact of Covid-19. Under the terms of the scheme employers can claim for 80% of furloughed employees' usual monthly wage costs, up to £2,500 per month, plus the employer national insurance contributions. The scheme opened for applications on 20 April 2020 and will remain open until the end of June 2020.

This agreement is intended to outline how the scheme will be implemented at Ulster University.

AGREEMENT

The University and the unions agree to the following principles relating to the implementation of the scheme at Ulster University.

1. Where a member of staff is placed on furlough there will be no financial or other detriment to the individual. While the University can only claim reimbursement of 80% of the employee's salary from government and a small element of the employer pension contributions, the University will ensure that the employee suffers no detriment. The employee will receive their normal monthly salary on their normal pay day, and the University will make the normal employer contribution to the employee's pension.
2. Furlough will not be considered for those posts where the University receives public funding for salary costs. This covers the vast majority of posts in the University i.e. only a small number of posts will be considered for furlough.
3. Furlough does not in any way imply that a post will not be required in the future. Posts that are furloughed are extremely valuable to the University during normal operations, it is simply the case that during the pandemic it is very difficult to carry-out the duties associated with the role. The decision to furlough will not be used as the basis of an employment decisions beyond the furlough period.
4. Where a post is being considered for furlough the University will seek the consent of the employee. Only those employees who consent to furlough will be placed on furlough. Where a person advises that s/he is withholding consent to being furloughed

there will be no financial or other detriment to the individual. S/he will continue to receive their normal salary.

5. Where a person is placed on furlough, they are not able to do any work whatsoever on behalf of the University.
6. Employees on furlough will be able to access the health, well-being and other support that is being made available to all employees during the Covid-19 emergency.
7. The University will maintain communication with furloughed employees through their line management arrangements and furloughed employees will be encouraged to remain in contact with their line manager and other work colleagues during the period of furlough.
8. Furloughed employees will continue to accrue annual leave during any period of furlough and will be eligible to take annual leave while furloughed if they wish to do so.
9. Being furloughed does not affect the employment rights of an employee and does not constitute as a break in employment service.
10. This agreement is entered into for the duration specified below and no changes to any contract of employment, collectively agreed or otherwise are to take effect on a permanent basis arising from this agreement. Any temporary changes will no longer have effect upon the conclusion of this agreement.
11. This agreement is entered into on the specific assurance on behalf of the employer that all employees will be restored to the terms and conditions operable prior to the operation of the agreement.

This agreement, which is effective from 1 May 2020 and will expire on 1 July 2020, will be formally reviewed at the end of May 2020 and the end of June 2020.

The parties recognise that this agreement is entered into having considered the government scheme as it is on 27 April 2020. The parties accept that it may be reviewed arising from any developments and/or amendments in the government scheme.

(Versions control: 27 April 2020)