

14th May 2020

# Briefing Note

CECA Scotland Member Briefing:

## COVID-19 - CECA SCOTLAND UPDATE

### Introduction

CECA Scotland will be producing regular updates to keep member companies updated on new developments relating to the Covid-19 coronavirus and its impact on the Scottish civils sector. This briefing will be delivered daily and posted on our website. If you would like further information or to share your experiences about how COVID-19 is impacting on your business, contact our Chief Executive, Grahame Barn: 07976 199615 or [grahame@cecascotland.co.uk](mailto:grahame@cecascotland.co.uk).

### Pivotal Enterprise Fund - Reopened Today

The Scottish Government's Pivotal Enterprise Fund has reopened but is likely to close again by 5pm on Monday 18<sup>th</sup> May, due to the volume of applications. We would advise that you apply as soon as possible.

This grant is for businesses that can play a critical role in supporting Scotland's recovery but need some immediate support. It might be to get back up and running or to maintain or diversify your current operations. If you have the potential to continue trading and supporting employment but have an immediate cash flow challenge, then this grant is for you. This is for businesses that will make an impact on the Scottish economy on a local, regional or national level.

Read the detailed application guidance [here](#).

### Holiday entitlement and pay during coronavirus (COVID-19)

New guidance has been issued (13<sup>th</sup> May) by the UK Government, outlining how holiday entitlement and holiday pay operate during the coronavirus pandemic. The guidance is designed to help employers understand their legal obligations, in terms of workers who continue to work, as well as those placed on furlough as part of the government's [Coronavirus Job Retention Scheme \(CJRS\)](#). It sets out how holiday pay should be calculated and how Annual Leave can be taken at this time, including new rules on carrying extra leave over.

Read the guidance in full [here](#).

### Reminder: COVID-19 Statutory Sick Pay Rebate Scheme

During the 2020 Budget, the UK Chancellor announced details about a new coronavirus Statutory Sick Pay Rebate Scheme. This scheme allows small and medium sized employers, with fewer than 250 employees, to apply to HMRC to recover the costs of paying Statutory Sick Pay to their employees. HMRC has published [online guidance](#) which includes information about who can use the scheme and the records employers must keep.

We are advised that HMRC is working urgently to set up a system for reimbursement. Details about when the new Statutory Sick Pay Rebate Scheme can be accessed and when employers can make a claim will be shared once confirmed.

### CECA National Weekly Update

CECA National's Weekly Update for 5<sup>th</sup> to 13<sup>th</sup> May, can be downloaded [here](#).

### CITB Update

#### Changes to CITB Funding & Services

The CITB have issued a video *Making the Right Choices for Our Customers*, in which Chief Executive, Sarah Beale, explains why the CITB has had to make difficult funding decisions in response to the COVID-19 crisis. You can watch the video [here](#)

The CITB are prioritising funding to give employers maximum support and therefore, the focus over the year ahead will now be on direct funding for employers' immediate skills and training activity, and support for apprenticeships. This means the CITB will be stopping or suspending many of our other funded programmes and projects. Discussions are also underway with the UK Government about options that may be available to reduce this year's Levy bills.

Details on the outcome of those discussions and of funding decisions, will be included in the CITB's revised 2020/21 business plan, *the Stability Plan*, to be published in June.

#### COVID-19 Site Safety Checklists and Forms

New health and safety support, produced in collaboration with the Construction Leadership Council and Build UK (*and therefore based on English guidance*), is available to download [here](#) (under the Site Operating Procedures heading). The checklist and forms are aimed at ensuring site operating procedures during COVID-19 are clear and accessible to employees.

For more information please contact Grahame Barn on [grahame@cecascotland.co.uk](mailto:grahame@cecascotland.co.uk)

### HSE Guidance on Working Safely during COVID-19

The HSE have published new guidance aimed at helping employers to keep workers who have returned to work safe (COVID secure) during the outbreak. Please do be aware that the guidance refers to UK Government workplace Social Distancing guidance rather than the [guidance](#) which applies here in Scotland.

- [Working safely during the coronavirus outbreak - a short guide](#) This guide covers who should work, protecting those at higher risk, getting into and leaving work, organising work areas, and good hygiene.
- [Talking with your workers about working safely during the coronavirus outbreak](#) Guidance on consulting your workers and measures to prevent coronavirus in your workplace and to make it COVID secure.

### HSE Scotland Briefing

The HSE have produced a detailed briefing for the Scottish Government which you can read [here](#).

### Rescheduled: "Ken Yer Bairns" webinar

Our CECA Scotland "Ken Yer Bairns" webinar has been rescheduled for Tuesday 19<sup>th</sup> May, at 11am. The aim of these webinars is to reach out to those who have children or manage/work alongside young people (especially those classed as Generation Z) and to provide a bit of guidance on how to deal with them around the house, but more importantly, to understand the motivations and drivers of the youngest element of our work force and how to tap into their enthusiasm and passion for the benefit of the company and wider construction industry.

Delivered by Bob Cummins of [SODAK](#), you can sign up [here](#)

### Scottish Government Advice

The Scottish Government's latest COVID-19 advice for businesses can be read here: <https://findbusinesssupport.gov.scot/coronavirus-advice>. For issues not dealt with on the website, call the Scottish Government [Helpline](#) on 0300 303 0660.

**HMRC Tax Helpline:** 0800 024 1222, open 8am-4pm, Monday to Friday.

### UK Government Advice

UK wide guidance, detailing all Scottish and UK Government support for businesses operating here in Scotland can be read [here](#).

For more information please contact Grahame Barn on [grahame@cecascotland.co.uk](mailto:grahame@cecascotland.co.uk)