



Focus on
COVID-19
Coronavirus

A&L Goodbody

COVID-19: *Employer and employee supports*

The Government recently announced a new Economic Recovery Plan (the Plan). The Plan outlines a pathway for the resumption of economic activity and a sustainable jobs-led recovery.

As part of the Plan, some significant amendments will be made to the financial supports available to employers and employees.



You will find a full range of timely materials for businesses in our dedicated **COVID-19 HUB** on our website.

COVID-19: Employer and employee supports

Support	General Information	Amounts
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Employment Wage Subsidy Scheme (EWSS)

What are the eligibility criteria?

Since 1 January 2021, to make an EWSS claim, employers must be able to demonstrate that, as a result of Covid-19, they will experience a 30% reduction in turnover or orders between 1 January 2021 and 30 June 2021.

The reduction in turnover is relative to:

- the same period in 2019 where the business was in existence prior to July 2019; or
- the date of commencement to 30 June 2019 where the business commenced trading between 1 January and 1 May 2019; or
- the projected turnover or orders for 1 January 2021 to 30 June 2021 where the business commenced after 1 May 2019.

Employers must also have an up-to-date tax clearance certificate to be eligible for the EWSS.

The qualifying criteria for the EWSS will change from 1 July 2021; as well as having tax clearance, companies must be able to show that:

- they have experienced a 30% reduction in turnover or customer orders between 1 July and 31 December 2020; and
- COVID-19 was the cause of this disruption.
- The reduction in turnover or customer orders between 1 July and 31 December 2020, is relative to:
 - » the same period in 2019, where the business was in existence prior to 1 July 2019
 - » the period from the date of commencement to 31 December 2019, where the business commenced trading between 1 July and 1 November 2019; or
 - » projected turnover or customer orders for 1 July 2020 to 1 December 2020, where the business commenced after 1 November 2019.

Employers must undertake a review on the last day of each month to compare their projected turnover to actual turnover and ensure they continue to be eligible for the EWSS – employers who are no longer eligible must deregister with effect from the following day (i.e. the 1st of the next month). If an employer becomes aware prior to the end of the month that they will no longer meet the eligibility criteria (e.g. an unexpected donation is received) they should deregister and cease to claim the EWSS immediately.

When is it paid?

On receipt of an eligible EWSS payroll submission, Revenue will:

- calculate the subsidy payable and process the payroll submitted;
- post a statement into the employer’s ROS inbox by the 5th day of the following month; and
- make a payment into the designated bank account of the employer within two working days.

Employers receive a flat rate subsidy for each employee based on their gross weekly wage. The current EWSS rates are as follows:

Employee gross weekly wages	Subsidy payable
Less than €151.50	No subsidy payable
Between €151.50 and €202.99	€203
Between €203 and €299.99	€250
Between €300 and €399.99	€300
Between €400 and €1462	€350
More than €1462	No subsidy available

The above rates are due to remain in place until 30 September 2021, after which it is anticipated that the rates will be reduced.

The EWSS can only be claimed in respect of payroll submissions of at least monthly pay frequency i.e. quarterly/bi-yearly claims will not be processed.

The EWSS will remain in place until 31 December 2021.

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Support	General Information	Amounts										
Pandemic Unemployment Payment (PUP)	<p>The PUP is available to anyone who applies before 30 June 2021 and:</p> <ul style="list-style-type: none"> is aged between 18 and 66 years old; and is currently living in the Republic of Ireland; and has lost their job due to the COVID-19 pandemic; or has been temporarily laid off due to the COVID-19 pandemic; or was self-employed and whose trading income has ceased or reduced to €960 over a rolling 8 week period due to COVID-19 (and is available to take up full-time employment); and is not in receipt of any income from an employer; and is genuinely seeking work <p>The payment is available if the person:</p> <ul style="list-style-type: none"> worked in the Republic of Ireland or was a cross border frontier worker; or is a non-EU/EEA worker who has lost employment due to the COVID-19 pandemic; or is a student (or a non-EU/EEA student) who has lost employment due to the COVID-19 pandemic; or is living in Direct Provision and has lost employment due to the COVID-19 pandemic; or is a part-time worker; or is an employee who cannot attend work due to child minding responsibilities. <p>The PUP is not available to anyone who voluntarily leaves employment.</p>	<p>The PUP is currently paid at four rates depending on how much the individual used to earn as follows:</p> <table border="1"> <thead> <tr> <th>Previous weekly earnings</th> <th>PUP amount available</th> </tr> </thead> <tbody> <tr> <td>Less than €200</td> <td>€203</td> </tr> <tr> <td>Between €200 and €299.99</td> <td>€250</td> </tr> <tr> <td>Between €300 and €399.99</td> <td>€300</td> </tr> <tr> <td>More than €400</td> <td>€350</td> </tr> </tbody> </table> <p>From 14 September 2021, individuals who currently receive the PUP at a rate of:</p> <ul style="list-style-type: none"> €203 per week will transfer to the standard jobseekers' terms; €250 per week will receive a reduced payment of €203 per week; €300 per week will receive a reduced payment of €250 per week; and €350 per week will receive a reduced payment of €300 per week. <p>Further reductions in payment rates are expected in November 2021 and February 2022, with more people moving onto standard jobseekers terms.</p>	Previous weekly earnings	PUP amount available	Less than €200	€203	Between €200 and €299.99	€250	Between €300 and €399.99	€300	More than €400	€350
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Short Time Work Support (STWS)	<p>STWS is an income support payment for people who have been temporarily placed on a shorter working week by their employer in respect of the days of work that have been lost.</p> <p>To qualify, an employee must be:</p> <ul style="list-style-type: none"> ▪ Temporarily working a standard reduced weekly work pattern ▪ Working three days or less per week having previously worked full time ▪ Under 66 years of age ▪ Be capable of work and be available for full time work ▪ Have sufficient social insurance (PRSI) contributions¹. 	<p>The rate depends on the change in the work pattern. For example, if placed on a three day week having previously worked five the payment will be a maximum of €81.20 representing two fifths of maximum jobseeker's benefit of €203.</p>

¹ The Department of Employment Affairs and Social Protection has confirmed that STWS is available even where the employer is claiming the EWSS for days of employment. See [here](#).

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Support	General Information	Amount
COVID-19 Enhanced Illness Benefit	<p>To be eligible for Enhanced Illness Benefit, an individual must be:</p> <ul style="list-style-type: none"> ▪ unable to attend work ▪ self-isolating on the instruction of a doctor or the HSE due to being a probable source of infection or diagnosed with COVID-19 ▪ confined to their home or a medical facility <p>The normal six day waiting period for Illness Benefit does not apply to the Enhanced Illness Benefit.</p>	<p>Enhanced Illness Benefit is paid at a flat rate of €350 and is paid for:</p> <ul style="list-style-type: none"> ▪ a maximum of two weeks where a person is self-isolating due to being a probable source of infection ▪ a maximum of 10 weeks if a person has been diagnosed with COVID-19².

² If a person has been certified for less than 10 weeks, they will be paid for the duration of their certificate.

Please do not hesitate to contact A&L Goodbody, including any member of the Employment, Pensions & Incentives team, if you wish to discuss the impact of COVID-19 or any of the matters raised in this publication.



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