



Focus on
COVID-19
Coronavirus

A&L Goodbody

COVID-19: *Employer and employee supports*

The government recently announced a number of changes to the COVID-19 employment income supports, as well as introducing new supports that will run to 2021.

We outline below key details in relation to these measures.



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														
Employment Wage Subsidy Scheme (EWSS)	<p>What are the eligibility criteria?</p> <p>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.</p> <p>The reduction in turnover is relative to:</p> <ul style="list-style-type: none"> 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. <p>Employers must also have an up-to-date tax clearance certificate to be eligible for the EWSS.</p> <p>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.</p> <p>Can it be applied to business divisions?</p> <p>The EWSS is available to businesses as a whole or “Business Divisions” if the company is (i) formally structured into Business Divisions”, (ii) the reduction in turnover can be separately identified, and (iii) the Business Divisions have clearly defined and distinct management structures which have been formalised prior to pandemic.</p> <p>When is it paid?</p> <p>On receipt of an eligible EWSS payroll submission, Revenue will:</p> <ul style="list-style-type: none"> 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. 	<p>Employers receive a flat rate subsidy for each employee based on their gross weekly wage. Until 31 March 2021 the rates are as follows:</p> <table border="1"> <thead> <tr> <th>Employee gross weekly wages</th> <th>Subsidy payable</th> </tr> </thead> <tbody> <tr> <td>Less than €151.50</td> <td>No subsidy payable</td> </tr> <tr> <td>Between €151.50 and €202.99</td> <td>€203</td> </tr> <tr> <td>Between €203 and €299.99</td> <td>€250</td> </tr> <tr> <td>Between €300 and €399.99</td> <td>€300</td> </tr> <tr> <td>Between €400 and €1462</td> <td>€350</td> </tr> <tr> <td>More than €1462</td> <td>No subsidy available</td> </tr> </tbody> </table> <p>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.</p> <p>Certain categories of employees, such as domestic employees (e.g. childminders etc), are excluded and safeguards are included to minimise abuse of the EWSS.</p>	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
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Pandemic Unemployment Payment (PUP)	<p>The PUP is available to anyone who applies before 31 March 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. <p>The PUP is not available to anyone who voluntarily leaves employment.</p>	<p>The PUP is 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>These rates will remain in place until 31 March 2021.</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>The Enhanced Illness Benefit will be in place until 31 March 2021.</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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Disclaimer: A&L Goodbody 2020. The contents of this document are limited to general information and not detailed analysis of law or legal advice and are not intended to address specific legal queries arising in any particular set of circumstances.