

Orridge & Co Ltd

Coronavirus - Casual Worker Furlough Update

Friday 1st May 2020

Strictly Private & Confidential

Further to my last note on 21st April 2020, the first furlough payroll has been paid to casual workers today. We have received a number of queries and I write to update on a few key points.

QUESTIONS AND ENQUIRIES

As I said in my note on 21st April, **we simply do not have the staff available at this time to answer queries individually and, other than in exceptional circumstances, we will not do so.** Instead we will seek to address commonly raised queries in notes on the portal, such as this.

HOW HAS THE AMOUNT I HAVE RECEIVED BEEN CALCULATED?

We are unable to provide detailed calculations for each individual and will not do so. But all amounts paid to furloughed workers have been calculated in accordance with the maximum amount that can be claimed via the Government Coronavirus Job Retention Scheme. So, the amount you have received today will have been calculated as the higher of:

- Where you have worked for Orridge for more than twelve months, 80% of the amount you received in the same month the previous year; or
- 80% of your average monthly earnings in the period you have worked for Orridge during the 2019/20 tax year

The 1st May payment will be for the period from 24th March 2020 to 30th April 2020, and so is longer than one month's payment.

So, if you have worked for Orridge for more than 12 months and earned £400 in April 2019, you would be eligible for $80\% \times £400 = £320$ (gross) now. However, if during the 2019/20 tax year you worked every month and earned £6,000 in total over 12 months, this would equate to average earnings of £500 per month for the 2019/20 tax year. Because this is higher than what you earned a year earlier (£400) then you will be eligible for the higher amount e.g. $£500 \times 80\% = £400$ gross.

The amount you would be due for one month, has been pro-rated for a longer period where appropriate to correspond with the 24th March to 30th April period referred to above.

ABUSE AND INAPPROPRIATE COMMENTS TO STAFF

Disappointingly, I am aware that our employees are receiving calls and emails from some workers

which are utterly unreasonable and are either abusive or seeking to place undue pressure on our staff by citing financial hardship caused by the Company.

To be clear, the Company is trying to do its best in a situation which is exceptional and not anyone's fault. As a company **we are under no obligation to pay any casual worker while they are not actually working**, but we have chosen to do so as we felt it was desirable to try and do so. **If anyone is inappropriate in their communications with any Orridge employee, we may remove them from the list of eligible workers, and they will not receive payments in future.**

I HAVE NOT BEEN INCLUDED IN THE MAY 1st PAYMENT BECAUSE I DID NOT RESPOND IN TIME

The time scales provided for response were adequate and reasonable, and this is evidenced by the fact that the significant proportion of people who were emailed responded to state their agreement within the required timeframe. Of 888 people who were emailed as eligible, we received over 662 positive responses who received a payment today.

Dan Prickett
UK Retail & Pharmacy Managing Director
1st May 2020