

Orridge & Co Ltd

End of Casual Worker furlough scheme

Tuesday 23rd June 2020

Strictly Private & Confidential

Casual stocktakers – Counters (not supervisors)

Following the re-opening of the retail sector on 15th June, we are pleased to advise that Orridge is now scheduling work for July and the months that follow. As such we consider ourselves fully reopen for business and trading from 1st July.

Availability should continue to be reviewed and updated via the casual worker portal, and scheduled jobs will be released in the normal way moving forward.

In light of this resumption of available work, the June payment of furlough payments for casual counters will be the last one, and we will not continue furlough payments for casual counters beyond this date. That means no casual counter will be paid a furlough payment in July and casual stocktakers will revert to only being paid for work in the normal way

You should also note that, due to administrative requirements, **the June furlough payment will be made on 30th June** and not Friday 26th June.

Availability and selection for work – Count rates and attendance

As we resume stocktaking, it is vital that in an increasingly competitive retail sector we carry out our stocktakes as efficiently as possible. For this reason, and with demand for the available counts expected to be high, we will make decisions on what jobs will be allocated to you by reference to productivity and attendance.

Those counters who can consistently deliver the required count rates and attend all counts they make themselves available for will be offered work where it is available. **Counters who show that they are unable to meet the required count rates on a job or who do not attend a count they have said they would, are unlikely to be offered future work** unless that non-attendance is due to illness (including being required to self isolate due to Covid 19) or another genuine and understandable reason for absence which was unavoidable.

Where we have limited work compared to the number of counters available for work, we will only offer work to those counters whose count rates and reliability are of a consistently high standard.

Casual supervisors – Furlough to remain until 31st July 2020

For casual supervisors, we will continue the furlough scheme for a further month, **and end this on 31st July 2020**, a month later than the scheme ending for casual counters.

It should be noted that this continuation of furlough into July for casual supervisors will be on the following basis:

- That **if work is available and offered to a casual supervisor, the expectation is they will accept that work**
- **If someone is offered work, but refuses that offer without a good reason that the company is satisfied is genuine, then they are likely to be taken off the furlough scheme** from the date that they have refused available work
- The same will apply to casual supervisors who are offered work, accept it, and then do not attend the count without valid reason. **‘No shows’ will be viewed as an indicator of extremely poor reliability.**

All supervisors will be expected to supervise counts to a high level of performance, focusing on and driving productivity to deliver and exceed the target count rates. **Casual supervisors who oversee poorly performed counts, will place themselves at risk of not being offered work in future.**

The July furlough will be flexible and allow for casual supervisors to accept and carry out work and they may still then be eligible to receive a reduced furlough payment on 31st July depending on how much work they have carried out. **But the prime focus should be on accepting the work that is offered, and the company retains the discretion to end furlough arrangements for any casual supervisor who is in any way believed to be abusing the system.**

As noted above, the June furlough payroll will be paid on Tuesday 30th June and not Friday 26th June. Similarly, the furlough payment for July will be made on Friday 31st July, not 24th.

Dan Prickett
UK Retail & Pharmacy Managing Director
23rd June 2020