



COVID-19 – NFCC Guidance: On-call loss of earnings primary employer

27th March 2020

On Call Firefighters – Loss of Earnings from Primary Employer – Clarification

An issue was raised this week about the ability of an on-call firefighter to access 80% of their primary employment loss of earnings through the Government's job retention scheme, on the basis that they had a second contract of employment with the fire and rescue service.

Since this was first raised the NFCC have been lobbying and working tirelessly with both Home Office and HMRC to seek clarification that ensures on-call firefighters are not unfairly penalised for the fantastic role they do for local communities and for when they step up and take on additional responsibilities in the coming days.

The advice below has been received today from the Home Office and HMRC, it is both clear and comprehensive and should prevent such issues arising again:

HMRC Advice

HMRC advised that they had just published new guidance on the scheme for both [employees](#), and [employers](#) which makes the position regarding second contracts of employment/second jobs much clearer.

The employee guidance says:

If you currently have more than one employer

You can be put on furlough by one employer and continue to work for another, if it is permitted within your employment contract. If you're put on furlough by more than one employer, you'll receive separate payments from each employer. The 80% of your normal wage up to a £2,500 monthly cap applies to each job.

While you're on furlough

Your employer will need to notify you before putting you on furlough. Once you are on furlough you will not be able to work for your employer, but you can undertake training or volunteer subject to public health guidance, as long as you're not: making money for your employer or providing services to your employer

HMRC were confident that this guidance should provide reassurance to on-call firefighters. They went on to explicitly state - If someone is put on furlough by their primary employer, there is nothing to prevent them from being a secondary on-call firefighter.