



GLOBEX UPDATE

Health & Benefits

Events, developments, and opportunities in the international marketplace

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CORONAVIRUS JOB RETENTION GUIDELINES FOR UK EMPLOYERS

The UK government recently announced a Job Retention Initiative for employers to help pay for employee salaries. Employers will be able to contact HMRC (Her Majesty's Revenue and Customs) to secure a grant to cover most of the wages of their workforce who remain on payroll but are temporarily not working during the coronavirus outbreak. Any employer in the country is eligible to take part in the initiative. Any employee who is placed on the Coronavirus Job Retention Scheme will have the ability to keep their job with the government paying up to 80% of their salary, up to a total of £2,500 per worker per month. Employers will need to make sure they designate affected employees as 'furloughed workers,' and notify employees of this change and submit information to HMRC about the employees that have been furloughed and their earnings through a new online portal. Employers will need to consider whether to opt into the Scheme and consult with their financial and legal experts to review their situation.

CANADA ANNOUNCES NEW MEASURES FOR WORKERS AMID CORONAVIRUS

For Canadians who lose their jobs or face reduced hours as a result of COVID's impact, the government is introducing an Emergency Support Benefit delivered through the Canadian Revenue Agency to provide up to \$5 billion in support to workers who are not eligible for Employment Insurance and who are facing unemployment. The Emergency Care Benefit would provide up to \$900 bi-weekly, for up to 15 weeks. This flat-payment benefit would provide income support to workers, including the self-employed, who are quarantined or sick with COVID-19 but do not qualify for employment insurance sickness benefits. It would also extend to workers who are taking care of a family member who is sick with COVID-19, such as an elderly parent, but do not qualify for employment insurance sickness benefits. In addition, it would also cover parents with children who require care or supervision due to school or daycare closures, and are unable to earn employment income, irrespective of whether they qualify for employment insurance or not. Application for the benefit will be available in April and require Canadians to confirm that they meet the eligibility requirements and they will need to re-attest every two weeks to reconfirm their eligibility.

Success Stories

- Secured group EAP solution for large software firm
- Secured BOR for hospitality company with large presence in Canada
- Implemented local benefits plan for defense-based contractor in India

CORONAVIRUS- AUSTRALIA UPDATES

Like in other global locations, many employers in Australia have restructured and where employees can work from home they are working from home and are actively practicing of social distancing. Australia's public health system (Medicare) is first line of support, Private Medical cover through employer funded plans is also there to support, particularly where hospitalization is required. Treatments and testing for Coronavirus are handled by the public system; Medicare and the government recently announced a \$2.4bn package to introduce telehealth appointments and Coronavirus pop-up clinics in order to protect the most vulnerable in the community. At this stage, there is a global shortage of testing kits, which means only people who meet certain criteria and have been referred by a GP can get tested. The test for coronavirus has been added to the Medicare Benefit Schedule and is handled by Medicare.

Recruiting and retaining key talent around the world remains a formidable challenge for HR management. More and more, a company's success depends on the ability to offer a competitive benefits package while remaining within budget. Globex Partner Brokers can offer their clients access to a range of products, capabilities, and resources custom-tailored to helping multinationals optimize their employee benefits around the world. Contact any member of the Globex Health & Benefits Team to learn more.

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