

SCHEME	ELIGIBILITY CRITERIA	PAYMENT AMOUNT
<p><b>COVID-19: TEMPORARY WAGE SUBSIDY SCHEME</b></p> <p>This supersedes the Employer COVID-19 Refund scheme which has now ceased.</p> <p>On 5 June 2020, the Minister for Finance announced that this Scheme will be extended until the end of August 2020.</p>	<ul style="list-style-type: none"> <li>The Subsidy Scheme is open to employers across all sectors, (<i>excluding the Public Service and Non-Commercial Semi-State Sector</i>), whose business activities are being adversely impacted by the COVID-19 pandemic</li> <li>To qualify for the Scheme, employers must: <ul style="list-style-type: none"> <li>be experiencing significant negative economic disruption due to COVID-19;</li> <li>be able to demonstrate, to the satisfaction of Revenue, a minimum of a 25% decline in turnover or customer orders in Q2 2020;</li> <li>be unable to pay normal wages and normal outgoings fully; and,</li> <li>retain their employees on the payroll.</li> </ul> </li> <li>To register for the Scheme: <ul style="list-style-type: none"> <li>An Employer can register via Revenue’s online system (“ROS”);</li> <li>Application for the scheme is based on self-assessment principles. Revenue will not be seeking proof of qualification at this stage. It may in the future, based on a risk based criteria review.</li> <li>The registration process involves a self-declaration to Revenue which confirms that the business is experiencing significant negative economic disruption due to the COVID-19 pandemic. (<i>This declaration by the employer is not a declaration of insolvency.</i>)</li> </ul> </li> <li>Other points to note: <ul style="list-style-type: none"> <li>Eligible employers can participate in the scheme in respect of any eligible employees on their payroll, including those on reduced hours, rehired staff who were temporarily laid off or staff temporarily laid off but retained on the payroll.</li> <li>Employers are expected to make best efforts to maintain employees’ net income as close as possible to normal net income</li> </ul> </li> </ul>	<p><u>Transition Phase (from 26 March 2020 to 3 May 2020):</u></p> <ul style="list-style-type: none"> <li>Payments to employees are based on a non-taxable refundable amount equal to 70% of the employee’s Average Net Weekly Pay (“ANWP”)* to: <ul style="list-style-type: none"> <li>a maximum of €410 per week where the ANWP is less than or equal to €586; or</li> <li>a maximum of €350 per week where the ANWP is greater than €586 and less than or equal to €960.</li> <li>From 16 April, the Scheme was extended to employees with an ANWP of greater than €960 per week before the pandemic, and who have since taken a pay cut of at least 20% or more and fallen below €960 per week.</li> </ul> </li> </ul> <p>(*Based on the average net weekly pay during January and February 2020)</p> <ul style="list-style-type: none"> <li>Employers will receive a refund up to a maximum of €410 in respect of each eligible employee regardless of whether the employer makes an additional payment to the employee’s earnings or not. In many cases this amount will exceed the subsidy that the employee is entitled to receive for that week and in these cases, the employer is obliged to hold the excess of the subsidy payment received over the amount of subsidy actually paid to each employee. In the operational phase of the scheme, this excess amount will be taken into account by Revenue when paying future subsidy payments to employers or will be repaid directly to Revenue.</li> </ul> <p><u>Operational Phase (from 4 May 2020):</u></p> <p>The subsidy paid to employers will be based on each individual employee’s ANWP, as follows:</p>

SCHEME	ELIGIBILITY CRITERIA	PAYMENT AMOUNT
	<p>for the duration of the Subsidy period.</p> <ul style="list-style-type: none"> <li>An employee of an eligible employer must have been employed on 29 February 2020 and for whom a February payroll submission was made by the employer to Revenue by 31 March 2020.</li> <li>There is no age restriction for employees to be eligible and it includes those employees on fulltime, part-time, temporary and short-time work arrangements.</li> <li>The scheme has been extended to include employees who are returning to employment following Maternity, Adoptive, Paternity or Parental leave, or directly related unpaid leave, or who were in receipt of Health and Safety benefit, Parent's benefit, or Illness benefit paid by the Department of Employment Affairs and Social Protection for the month of February 2020. Revenue has established a new system to process these cases. The subsidy will be backdated to the 26 March 2020, the date of return to employment or the date the employer was registered for the Scheme, whichever is the latest date.</li> <li>From 16 April 2020, the scheme has been extended to employees with an annual salary of greater than €76,000 (average net weekly pay of greater than €960 per week) before the pandemic, and who have since taken a pay cut of at least 20% and fallen below €76,000.</li> <li>If an employer makes excessive wage top-up payments, then either the subsidy value allowable for the employee and refundable to the employer will be reduced, or the employee may not be eligible to receive any subsidy payment.</li> </ul>	<ul style="list-style-type: none"> <li>For employees with an ANWP of less than €586*:- <ul style="list-style-type: none"> <li>for employees with a previous ANWP of up to €412, a subsidy of 85% of ANWP, to a maximum of €350, is applicable. In addition, the employer may top up the employee to €350 per week without any tapering of the subsidy payment.</li> <li>for employees with a previous ANWP between €413 and €500, the subsidy will be €350 per week;</li> <li>for employees with a previous ANWP between €501 and €586, a subsidy of 70% of ANWP is applicable to a maximum of €410.</li> </ul> </li> <li>For employees with an ANWP of between €587 and €960*, a maximum subsidy of €350 per week will apply. A tiered approach will also apply, taking into account both the top-up amount paid by the employer and the reduction in pay borne by the employee. <p>(*Based on the average net weekly pay during January and February 2020)</p> </li> <li>Revenue will provide each employer with a calculation of the maximum subsidy payment based on an employee's ANWP. This information can be downloaded in a CSV format from ROS.</li> </ul> <p><b>Note:</b> Income tax, USC, LPT, if applicable, and PRSI are not deducted from the Subsidy. However, the employee may be liable to Income Tax and USC on the Subsidy by way of review at the end of the year.</p> <p><b>Note:</b> The amounts paid to employees and notified to Revenue will be transferred into an employer's valid refund bank account by Revenue. This reimbursement will, in general, be made within two working days after receipt of the payroll submission.</p>