

# UK furlough cut-off: exemption for employees returning from family leave

June 10, 2020

The Chancellor announced 10 June as the last date by which employers could furlough an employee who had not previously been furloughed. The Treasury has now said that employers will still be able to place employees returning from family leave after this date on furlough.

The 10 June cut-off date left employees returning from family leave in a difficult position. If their employer could not place them on furlough, in many cases they would be at higher risk of redundancy. Following calls from Maternity Action, a charity that campaigns to end inequality for pregnant women, new mothers and their partners, the Treasury has created an exemption for those returning from maternity leave, paternity leave, shared parental leave, adoption leave or parental bereavement leave.

This means employers will be able to furlough employees on return from family leave after 10 June even though those employees haven't been furloughed before. This should help to reduce the risk of immediate redundancy.

The Treasury attached one condition to the exemption: the employer must have previously furloughed other employees (by the 10 June cut-off date).

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