

# GUIDANCE ON VOLUNTEERING WHEN ON FURLOUGH

Are you on Furlough? Can you use your time to volunteer?

Furlough for some people will be a very difficult time, especially for those who are used to being busy! While on Furlough, employees must not provide services to make money for (or on behalf of) their employer, and that includes volunteering. HMRC have produced guidance on furloughing and the job retention scheme – you can read it here:

<https://www.gov.uk/guidance/claim-for-wage-costs-through-the-coronavirus-job-retention-scheme#employees-you-can-claim-for> (subject to change)

However, the good news is that furloughed staff can volunteer elsewhere! An organisation can even agree to find furloughed employees volunteering opportunities whilst on furlough.

## Some things for employees to think about:

- Be realistic about what you can do! Look after your own well-being first and foremost.
- Look out for opportunities in your local community being coordinated by your local council.
- Think of volunteering that you can do from the comfort of your own home e.g. virtual volunteering, telephone befriending.
- Register with Volunteer Now <https://www.volunteernow.co.uk/volunteering/helpoanother/>
- Consider guidelines for volunteering here: [Good Practice Guidelines When Volunteering for a COVID-19 Opportunity.](#)

## Some things for employers to think about:

- Do not involve volunteers to backfill staff.
- Encourage and support people to volunteer – it is not something they should feel obliged to do!
- Share information on your voluntary sector partners that may welcome support from your team.
- Provide information on volunteering opportunities  
<https://www.volunteernow.co.uk/volunteering/helpoanother>.
- Keep up to date with government guidance on Furlough and keep staff informed.

For general Government guidance, see

<https://www.gov.uk/government/publications/coronavirus-how-to-help-safely--2/coronavirus-how-to-help-safely>

## Disclaimer

Reasonable precautions have been taken to ensure information in this publication is accurate. However, it is not intended to be legally comprehensive; it is designed to provide guidance in good faith without accepting liability. If relevant, we therefore recommend you take appropriate professional advice before taking any action on the matters covered herein.

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*Last modified: 16 April 2020*