

An employers guide to adverse weather

With the disruption that was caused with the snowfall and adverse weather conditions last winter, and with the forecast pointing towards another white winter this guide highlights the issues that may arise and practical advice on how to deal with them

What if my employee cannot get to work due to the severe weather conditions?

Employers are not obliged to pay employees if they are unable to get to work and carry out their work required by the company. However, employers can choose to pay employees as a goodwill gesture.

What if my employee has to stay at home and look after their child due to a school closure?

Employees are entitled to time off for emergencies related to their dependants. This time however can be unpaid.

Can my employee work from home?

It may be worth looking into whether your employee is able to carry out some of their day to day duties and work from home. If an employee suggests working from home they are only entitled to be paid for work carried out so you can pay employees pro rata for any hours worked. However, this can be difficult identifying and proving exact hours worked. If you as an employer agree that your employee can work from home, you should expect to pay them their normal rate of pay.

Can I make my employees take the time off as annual leave?

Employers cannot force employees to take any time off as annual leave. You can however decide between employer and employee whether they should take their time off as annual leave, unpaid leave, or possibly make the time up.

Due to the temporary nature of adverse weather conditions, an employer may wish to exercise good will when dealing with the above issues, and pay employees who cannot attend their normal place of work through no fault of their own.



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