

WINTER WEATHER ADVICE FOR EMPLOYERS



As you're probably already aware from the frost you're greeted with each morning, most of the UK has been seriously affected by **severe winter conditions**.

Although the frosty season is undeniably beautiful, it can be pretty dangerous too. It's vital that employers set clear guidelines to help their employees understand and comply with company policies on adverse weather conditions.

We've put together this handy communication to detail the correct action to take to keep your employees safe and treated fairly this winter.

YOUR RESPONSIBILITY AS AN EMPLOYER

Employers should set clear terms in their contracts to ensure there is **maximum flexibility** when it comes to bad weather. For those who live in rural areas, the winter weather can cause a lot of problems. As an employer, it is your responsibility to ensure they are taking precautions against dangerous commutes.

SAFETY FIRST ☒

Although it may be inconvenient when staff are unable to get to work, employers should **not** put their staff at risk by encouraging them to drive in **unsafe** conditions in an attempt to get to work.

EMPLOYMENT ISSUES

A reoccurring issue when bad weather affects commuting to work, is whether or not employees should be entitled to payment and, what happens if a member of staff uses the weather as an excuse not to go.

In some instances, weather can be a genuine reason for absence and employees should be sympathetic to that.

In cases where you feel as though they may be using it as an excuse, you have every right to the following:

- ✓ Refuse to pay the employee
- ✓ Request the individual takes the time as annual leave
- ✓ Investigate circumstances behind the absence and consider whether disciplinary action would be appropriate

For further information on how to ensure employees are treated reasonably this frosty season, please get in touch with a member of our team.



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