

# HRx News



## 'Tis the season to be... stuck at home!



In recent years as many as one in five British workers stayed at home as a result of the snowstorms sweeping the country. In many cases it was because they were unable to make the journey, whereas others were forced to take a day off work to look after children whose schools had closed.

Many employers have expressed confusion over what rights their staff have if they have to take a day off work because of severe weather.

The main question that arises is whether you should pay staff that are unable to get to work?

Your staff have no automatic legal entitlement to remain at home on full or reduced pay. However it is not recommended that you take this line as it is important to show empathy towards your staff – especially those that normally perform well.

A more flexible approach to such absences will promote how reasonable you are as an employer and such flexibility and trust will pay off in the long-term, with employees more motivated and going the extra mile when they are able to get to work.

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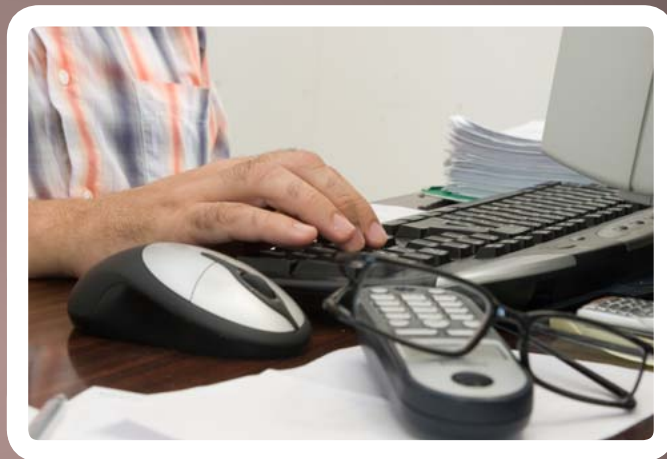


However this does not mean that staff should be paid to stay at home. Moreover such treatment would disadvantage staff that have been able to get to work and so you should consider alternatives. These alternatives might include staff taking the time as annual leave, taking it as unpaid leave or in some cases staff may be able to work from home during a period of severe weather.

In any event staff should make every effort to get to work and if they are unable to get to work they should explain what efforts they have made to get in to work.

Before the cold snap really sets in, make sure that your absence policies are up-to-date and that you have a clear, fair and robust system in place for dealing with all of your staff fairly.

So that you do not end up out in the cold, if you need a solution to this seasonal conundrum HRx can provide you with a policy to deal with this or help you to review your existing policies in this regard.



Pays to stay at home?



Don't be left out in the cold, let us help you review your policy.

Tel: 08701 454436 | email: [info@hrxconsultancy.com](mailto:info@hrxconsultancy.com) | [www.hrxconsultancy.com](http://www.hrxconsultancy.com)