

In Brief

colemans-ctts

S O L I C I T O R S

**Let it snow, let it snow, let it snow**

No, we are not going to advise on the best value shovel to dig your cars out of the drive or the whereabouts of the ever-decreasing stock of salt, but we will advise you about the HR issues associated with the recent snow and the difficulties employees faced in getting to work.

Unless you have a bad weather policy, it is likely that you were having to deal with each situation as it arose. There were those that could not get in because of the travel chaos, then those that could not get in because the schools were closed and those that simply could not be bothered! What do you do?

Here are a few tips to keep harmony within your organisation:

- Abide by the severe weather warnings that are issued and do not unreasonably require your employees to put themselves at risk to get into work;
- Suggest, where appropriate, that people should work from home;
- Be aware of those employees that are in fact requesting reasonable time off to make arrangements for dependants and that they are not treated unfairly or suffer any detriment as compared to other employees
- Avoid any kind of disciplinary action against those employees you feel might not be making the effort, unless you are reasonably sure; you might have got it wrong!
- Although strictly speaking, you are not required to pay an employee who does not present themselves for work, think very carefully before you go down the line of docking pay!

Unlike the weather forecasters, do not get caught out. Put arrangements in place now for any future occurrences of severe weather, or anything else that brings the country to a standstill.

**HR Insurance cover: Please go to our website, complete the online questionnaire and get a no-obligation quote for legal expenses cover for litigation AND cover for any awards!**

For further information on this or any employment issues please contact the coleman-ctts [Employment Team](#) or Telephone – 0208 296 6878