



# Adverse Weather Policy

HR-01/2020

At the council meeting on 24 February 2020, approval was given to the introduction of a new Adverse Weather Policy.

The Council recognises that employees may at times face difficulties attending their place of work and returning home during periods of severe weather or when there are disruptions to public transport. While the Council is committed to protecting the health and safety of all its employees, it must ensure that disruption caused to its services remains minimal. Building on the earlier Adverse Weather Conditions Guidance Note, will build upon the principles outlined within the Building Continuity Planning process, ensuring Services have access to accurate and up to date details for the delivery of all key Council services. This will include details of all employees considered to be “critical workers”.

The key change to provisions set out within the new policy relates to arrangements made for those workers who require or are able to attend work during a red weather warning. Following a wish to recognise the efforts made by employees during the “Beast from the East” weather disruption in 2018, it has now been proposed that any worker who attends work during a red weather warning will receive full pay (as will all workers) and in addition, be granted a corresponding period of Time off in Lieu (TOIL). The period of TOIL may be taken at a later date, following discussion and agreement of the line manager and subject to exigencies of the service.

The new Adverse Weather Policy can be accessed [here](#)

Please ensure that the content of this Circular is brought to the attention of all employees by circulating this circular or prominently displaying a copy on your Service notice boards. Thank you for your assistance with this matter.

**Head of People & Organisational Development**

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