

Volcanic ash



Looks like we are going to be dealing with the Volcanic Ash from Iceland for a while, so here is The HR Dept's advice.

It's quite possible that you have an employee who is stranded overseas and is having difficulty in getting home. They may have gone on holiday for the extended Easter break and been unable to return due to the disruption. So how should you manage this situation?

First of all, the stranded employee should have tried to contact you to let you know what's happening. Be compassionate and show an understanding to their problems. Many people will be facing extra expenses in trying to find a way back home.

When it comes to deciding whether the absence should be paid time or not, the employer has three options:

1. Request the employee takes the further days off as holiday or treat it as unpaid leave
2. Ask them to make up the time
3. Pay them for the period of absence

Unless the contract states otherwise, **there is no obligation to pay the employee for the time they were absent as a result of the travel disruption.**

Whatever you do, be consistent in your approach if this affects one or more of your employees.

Where employees are on business abroad, a slightly different approach should be taken. You have a duty of care to make sure these employees are ok as they are on Company business. They should be paid and given further subsistence to ensure they are not "out of pocket". Check with your travel insurers to see what they can do and try and get employees working remotely. Make sure you keep in touch with the employee about their travel plans.