

HR12. Inclement Weather Policy

Policy Objective

To outline a process by which management may protect staff from extreme or weather conditions.

Policy Statement

Inclement weather for the purpose of this policy will mean the existence of rain or abnormal climatic conditions (whether they be those of hail, cold, high wind, severe dust storm, extreme high temperatures or the like).

If the Works Manager is of the opinion that the weather conditions that exist at the time are impracticable and that continuing to work at the assigned task and in the assigned location would be:

- detrimental to their health, safety and welfare;
- dangerous to the public; or
- impractical

The Works Manager shall, after discussion with the work team and after ensuring the safety of the work site, direct the work team to cease this work and/or direct the employees to perform other duties.

Employees will be relocated to other functions or tasks taking into account the Council area and varied climatic conditions. However, the relocated work must be considered by the Works Manager to be productive and within the capabilities of the employees.

When inclement weather interferes with a work team's operations and alternative work and or training is not available, work may cease for the remainder of the day at the discretion of the Manager of Works and Service.

Employees who are directed to cease work due to inclement weather shall be paid for the remainder of the day.

Employees who choose to cease work (at the discretion of the Manager of Works & Services) due to inclement weather (any type of weather) shall be not paid by Council, but may access their annual leave entitlements.

Hot Weather

As a guide personnel working in the elements (as opposed to an air conditioned unit) will abide by the following

- Using the "weatherzone" app when the weather is forecast for >35°C any consistent heavy manual labour to be completed in the morning or prior to the temperature reaching 35°C
- When the temperature reaches 40°C or more then the inclement weather policy shall be adopted
- Consideration will be given to the "feels like" temperature in the "Weatherzone" app when making any firm decisions

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Essential/Emergency Services

Parties agree that, if an essential/emergency issue arises, the Council will have the right to request selected employees to remain or recall selected employees to deal with such emergencies. All personnel shall be available until normal knock off time.

Employees, who cease work due to inclement weather and are then recalled, shall be paid standard pay rates until normal knock off time

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