

Frosty Reception For Some Snowbound Staff

Given the unprecedented weather conditions sweeping across the country it's not surprising that LTU's Advice Line is receiving large numbers of calls from members asking for advice on what they can reasonably be expected to do to get into work.

Most line managers are dealing with the situation in an entirely pragmatic way, as you would expect, and indeed many are affected just as badly as everyone else. However, there are some line managers who are taking a different stance and are making entirely unreasonable demands on their staff. We would agree with the Chief Executive who said **"All colleagues should speak to their manager prior to travelling if these conditions persist. If anyone is unable to get to work or could potentially endanger themselves by doing so, they should inform their manager and where possible they should work from home"**.

The aim of this Newsletter is to highlight some of the questions we have received over the last few days and set out our advice to members.

Q. It has snowed very heavily in my area and I have no means of getting into work. What should I do?

A. The issue here is whether you can say that you have taken all reasonable steps to get into work, either at your normal location or the nearest branch/office. Working in a different location is likely to be more practical for those staff in the branch network than in other parts of the Bank. If you can say that you have made reasonable efforts and are still unable to get to work then you should stay at home and if possible work from there.

Q. My manager has told me that if I do not go to work he/she will deduct the time from my annual leave entitlement. Can he/she do that?

A. No he/she can't. Neither would he/she be right to ask you to make up the time, deduct the time from your pay or make you suffer any financial penalty at all. If your line manager persists in making such threats then contact the Union's Advice Line and we'll raise individual cases with the Bank centrally.

Q. My manager has said if my children cannot go to school then I should bring them into work rather than staying at home to look after them. Is that reasonable?

A. No it is not. Notwithstanding the fact that bringing children to work could result in breaches of numerous health and safety regulations, it would be entirely impractical.

Members with any other questions or concerns on this or on any other issue should contact the Union's 24 Hour Advice Line on 01234 262868 for independent professional help and guidance.