

HRx News



Jerry cans at the ready?



As you may have read, Unite, the UK's biggest trade union, has called for minimum standards covering pay, hours, holiday and redundancy for fuel tanker drivers, without which they are proposing to drive their members to strike.

While HRx does not wish to add fuel to the debate, we feel it is important for employers to have some useful advice in the event that the strike does go ahead, potentially leaving your employees fuel-less and unable to get to work.

Remember, employees have no automatic legal entitlement to remain at home on full or reduced pay in the event they are unable to



get to work. A flexible approach to this situation will promote how reasonable you are as an employer and your flexibility will pay off in the long-term, with employees more motivated and going the extra mile when they are able to get to work.

However, this does not mean that staff should be paid to stay at home. Moreover such treatment would disadvantage employees that have been able to get to work and so you should consider alternatives, such as:

- *employees taking the time off as annual leave;*
- *taking the time off as unpaid leave; or*
- *allowing employees to work from home during the fuel strikes*

Finally, you may also wish to consider encouraging your staff to car-share or to use public transport to save fuel – good, environmentally friendly, advice regardless of the possible fuel strikes!