

Smart Employment Solutions

Inclement Weather Policy

Smart Employment Solutions (SES) pays under the Modern Awards which (where applicable) state there is an entitlement for payment of wages up to a maximum of four (4) inclement weather days in any calendar month.

Inclement weather is defined in the Awards as;

Building Construction General On-site Award - Inclement weather means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, extreme high temperature or the like or any combination of these conditions) where it is not reasonable or it is unsafe for employees to continue working in those conditions.

Plumbing & Fire Sprinklers Award - Inclement weather means the existence of rain or abnormal climatic conditions (whether hail, extreme cold, high wind, severe dust storm, extreme high temperature or the like or any combination of these conditions) where it is not reasonable or it is unsafe for employees to continue working in those conditions.

Electrical, Electronic & Communications Contracting Award - Inclement weather means the existence of abnormal and extreme climatic conditions by virtue of which it is either not reasonable or not safe for employees exposed to continue working for the duration of such conditions.

On occasions you may be advised by your Host Employer not to attend work for the day due to inclement weather. In these instances you **must** contact your Employment Officer on their mobile, or call the office and leave a message, no later than 8:00am on the morning in question. Your Employment Officer will be able to discuss alternative arrangements with you. If you do not make contact before 8:00am you will be considered to be absent without leave (AWOL) and will not be paid for the time absent from site.

You may be advised at times by your Host Employer that it is no longer safe to continue working on a particular job/site due to inclement weather, having already worked part of the day. In these instances you **must immediately** advise your Employment Officer, or call the office to have the part day absence recorded. Failure to notify SES that you have been sent home due to inclement weather will result in you being considered to be absent without leave (AWOL) and you will not be paid for the time absent from site. There may be alternate work, or college attendance available for the remainder of the day, it is important that you discuss this with your Employment Officer.

Full time employees are required to submit a total of 38 ordinary time hours each week, this means **all** inclement weather days, being whole or part thereof, **must** be recorded on your timesheet for the applicable day(s).