

## GUIDANCE ON PAYMENT

### Re: Volcanic Ashfall

- Employers are advised to pay employees for tomorrow April 12, 2021. This advice is based on the following considerations:
  - a. If prior to the announcement of business closure, employees did not indicate that they are unable to work, the assumption must be that they are ready and willing to do so.
  - b. As an employer, you are required to provide a safe place and a system of work. Business closures resulting from ashfall are as a result of health and safety concerns which are under the remit of the employer.
- Where remuneration is strictly calculated by the number of hours worked, such employees should continue to be compensated in the usual manner.
- Given the rapidly evolving situation, employers are not advised to unilaterally re-assign April 12, 2021 as an off-day if not previously scheduled as such.

**It is important that all parties follow advice from reputable authorities.**

**The BEC will continue to provide guidance and updates on this rapidly evolving situation.**