

Pay during stand down & severe weather

Stand down

An employer can send employees home if there is no useful work for them to do because of:

- equipment break down
- natural disaster (including floods, bushfires, tropical cyclones)
- industrial action (www.fairwork.gov.au/Dictionary.aspx?TermID=2057) .

This is known as a stand down. This can only happen if the reason for the stand down was out of the employer's control.

Employees can't be stood down just because there is not enough work.

Pay during stand down

An employee is not paid during a stand down period.

Best practice tip

An employee is not paid during a stand down period. However, an employer can be flexible and consider other options that will allow an employee to be paid.

The employer can consider letting employees:

- take a period of paid leave, such as annual leave
- work at another location such as from home or another work site.

Shut down

Shut down is when a business temporarily closes during slow periods of the year, such as Christmas and New Year.

Pay during shut down

Employees can be directed to take annual leave during a shut down and are paid annual leave entitlements.

Check out our [Direction to take annual leave during a shut down \(www.fairwork.gov.au/Leave/Annual-leave/Directing-an-employee-to-take-annual-leave/direction-to-take-annual-leave-during-a-shut-down\)](http://www.fairwork.gov.au/Leave/Annual-leave/Directing-an-employee-to-take-annual-leave/direction-to-take-annual-leave-during-a-shut-down) page for more information.

Inclement or severe weather

Inclement weather is when it is unsafe or unreasonable for an employee to work because of severe weather conditions.

Awards, enterprise agreements and other [registered agreements \(www.fairwork.gov.au/Dictionary.aspx?TermID=2034\)](http://www.fairwork.gov.au/Dictionary.aspx?TermID=2034) can set out:

- what inclement weather includes
- what employees and employers have to do when there is inclement weather.

If an employer stands down an employee because of a natural disaster, they don't have to make inclement weather payments.

Find information about inclement weather procedures in your award by selecting from the list below.

Source reference: Fair Work Act 2009 s.524 [☞](http://www.comlaw.gov.au/Series/C2009A00028) (<http://www.comlaw.gov.au/Series/C2009A00028>)

Think a mistake might have been made?

Mistakes can happen. The best way to fix them usually starts with talking.

Check out our [Help for resolving workplace issues \(www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/default\)](http://www.fairwork.gov.au/how-we-will-help/how-we-help-you/help-resolving-workplace-issues/default) section for practical advice on:

- figuring out if a mistake has been made

- talking to your employer or employee about fixing it
- getting help from us if you can't resolve it.

You might also be interested in

- [Hours of work \(www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/Hours-of-work/default\)](http://www.fairwork.gov.au/Employee-entitlements/hours-of-work-breaks-and-rosters/Hours-of-work/default)
- [Industrial action \(www.fairwork.gov.au/Employee-entitlements/industrial-action-and-union-membership/Industrial-action/default\)](http://www.fairwork.gov.au/Employee-entitlements/industrial-action-and-union-membership/Industrial-action/default)
- [Employment conditions during natural disasters and emergencies \(www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/rights-and-obligations/employment-conditions-during-natural-disasters-and-emergencies\)](http://www.fairwork.gov.au/how-we-will-help/templates-and-guides/fact-sheets/rights-and-obligations/employment-conditions-during-natural-disasters-and-emergencies)

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Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.