2D Building Contractors Ltd

Worksafe (Refusal to Work) Policy

1. Introduction

1.1 This Statement sets out the policy of 2D Building Contractors Ltd (The Company) in respect of any employee, self-employed person and contractor under our control, as it relates to a refusal to work for health and safety reasons. We call this our "Worksafe Policy."

1.2 Provided that persons referred to in 1.1 above adhere to the provisions contained within this policy, they will normally be considered to have demonstrated compliance with their conditions of employment or contract.

1.3 All persons referred to in 1.1 above are to be made aware of the contents of this Policy and become familiar with the conditions laid down therein.

1.4 A copy of this policy statement will be held in the reception area of our offices and be made freely available for inspection by any person having reason to examine it.

2. Policy

2.1 The Company requires all persons under its control to work safely at all times.

2.2 If, in the honest opinion or judgement of an individual, he or she feels that undertaking a particular task or activity will result in an unacceptable degree of risk of harm to that person (or any other person who may be affected,) then the said individual has the right to refuse to undertake that task or activity until such time as the risks have been re-assessed and suitable control measures put into place as necessary. A similar right to refuse to work also applies if the perceived harm may be caused to any structure, plant or equipment.

2.3 Any situation which leads to the refusal to work by any individual must be reported to a line manager or any other supervisory personnel at the earliest opportunity, in order that the situation may be properly investigated and assessed.

2.4 Employees and others under our control who refuse to work on health and safety grounds will be fully supported and not subject to any discrimination or disciplinary procedures as a result of their refusal. No penalties (financial or otherwise) will be applied.

3. Implementing the Policy

In order to put this policy into practice in the day-to-day operation of the Company, we will (as appropriate):-

3.1 Make the policy available to all employees and others under our control.

3.2 Provide training and guidance for key decision makers such as managers and supervisory staff and those involved in personnel and management practices.

3.3 Monitor the existing workforce in respect of the application and effects of the policy.

3.4 Review this policy on a regular basis (at least annually).

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3.5 Should any person suffer any problems or difficulties in respect of this policy, or should they have reason to believe that a colleague may be experiencing such difficulties, they may approach the signatory of our Health & Safety Policy, who will at all times treat any information provided in complete confidence and take such measures as are deemed necessary to ensure that the matter may be resolved with the minimum of distress to the person concerned and any others who may be affected.

The Directors will be responsible for the implementation of our Worksafe Policy.

Signed.....

Date.....

On behalf of 2D Building Contractors Ltd

Name.....

Please note:
The original of this document, signed , dated and subject to regular review is held at our main office. This is an electronic copy (or printed electronic copy) and as such does not require to be signed and dated

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