

12.0 Worksafe Policy

As a leading company in our field, we welcome the Worksafe policy (or refusal to work policy) into our company structure. We acknowledge our responsibility under the Health & Safety at Work Act and recognise our duty of care to maintain safe systems of work and operate a Worksafe Policy for all our staff and sub-contractors working on all sites.

Risk Assessments are carried out in line with the Management of Health & Safety at Work Regulations and our Health & Safety Policy. Control measures are put in place including Method Statements, Plan of works, company work procedures, COSHH information and Toolbox Talks to reduce risks as far as reasonably practical.

Sufficient training and mentoring is provided in accordance with our Training Policy, to ensure the competence of all staff and we do not expect any employee or sub-contractor to undertake any duties unless they are competent, have been briefed on any relevant information specific to the task and have suitable personal and respiratory protective equipment (RPE & PPE) to undertake the task in a safe and compliant manner.

We always require all employees and sub-contractors to work safely and to ensure that others around them work safely. This includes complying with site rules, all site-specific procedures, and instructions, wearing correct the correct and appropriate PPE/RPE and the use of the correct tools and equipment.

Where the use or operation of a machine, method of working or other influencing factor(s) that constitute a danger to staff or another person exists, the employee or sub-contractor may refuse to operate the plant or machine. The employee or sub-contractor may also refuse to carry out a method of working when it puts the life, health or safety of himself/herself or another person in danger.


Employees and sub-contractors refusing to work on Health & Safety grounds will be supported and no disciplinary action, financial or other penalty will be taken against them. Escalation for resolving a refusal to work is through the senior person on site in the first instance such as your site supervisor who will report the identified unsafe working to the head office, where it will be investigated, and appropriate remedial action taken. No work must recommence until the issue/s causing concern have been dealt with sufficiently and they are happy to return to work.

If any such reporting to the site supervisor is not dealt with sufficiently, then operatives may report directly to their senior manager, if they are still dissatisfied with the outcome of reporting a worksafe issue, then they may approach me directly, only when all other avenues have been used. Such direct reports to myself as the Managing Director will be dealt with confidentially and the person will be kept informed of the outcome.

As part of our induction process employees and sub-contractors will be made aware of their absolute right to decline to carry out work if they feel it is not safe to do so. A copy will be made available on site for further reference.

Any employee raising the Worksafe Procedure will be informed of decisions throughout the process.

All managers and staff are actively encouraged to report any unsafe acts or conditions.

Signed: 

Date: 1st July 2020

Mr. Bradley Rees, Managing Director