

1 INDUSTRIAL RELATIONS POLICY

The POZZTECH ENGINEERING. Industrial Relations Policy is to:

Provide an environment to manage its people resources to foster a work atmosphere that promotes the establishment of supportive employee/employer behaviour.

2 STRATEGY TO IMPLEMENT INDUSTRIAL RELATIONS POLICY

- Strategies to implement the Industrial Relations Policy are [but not limited to]:
- Continually work to improve employee/employer relationships through effective communication and application of awards/agreements.
- Establish baseline people management standards by utilising human resource policies and procedures that will complement the Industrial Relations Policy.
- Create an environment that leads to the successful completion of work by allowing people to work to the full extent of their capabilities.
- Ensure consistent industrial relations and people management decisions are made which accord with the overall interest of the Project.
- Establish systems, processes and procedures to effectively manage employee issues or issues raised by representative unions.
- Minimise the potential to lose time due to industrial relations issues.



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