



BARRIER SERVICES LTD.

Fencing Contractors

DOCUMENTS: Work Safe (Refusal to Work) Policy Statement

Policy Statement

We will take all reasonable measures to ensure that any employee, self-employed person and contractor under our control whose health and safety may be affected by our work activities are made aware of the contents of this Policy, the possible effects upon their personal health & safety, upon their colleagues health & safety and the possible consequences in the event of any breach of this Policy.

We recognise our obligations under Section 2(1) of The Health and Safety at Work etc. Act 1974 and the various duties and obligations under The Management of Health and Safety at Work Regulations 1999 and associated legislation and will take all reasonable measures to prevent, so far as is reasonably practicable, any breach of duty placed upon the Company by legislation and/or this Policy.

Under the Health & Safety At Work Act 1974, every employee has the absolute right to refuse to carry out work which is unsafe.

It is the employees' right, and duty to report any concerns that they have on carrying out a task that they feel will be unsafe.

The Company commits to the following:

- a). *Any situation arising which leads to an individual refusing to work for Health and Safety reasons must be reported to immediate management as soon as possible, and no work should be recommenced until the issue(s) causing concern have been addressed. Should immediate line management be unable to action the concerns, the matter must be cascaded to senior management as soon as is practicable.*
- b). *Bona fide cases of refusal to work on grounds of health and safety will be free from disciplinary action or discrimination.*
- c). *Review this policy after changes in legislation or Company structure, in the light of additional knowledge or information becoming available, and in any event annually.*

Terry Musson, Managing Director

3rd June 2019