

INDUSTRIAL RELATIONS POLICY

Hunter Mason is committed to fostering a collaborative and productive workplace that values respect, fairness, and the contributions of all employees and business partners. Our policy aligns with the Fair Work Australia Act and ensures compliance with legal and industry standards, aiming to protect workers' rights and maintain a positive workplace culture.

Objective

To promote harmonious workplace relations through open communication, mutual respect, and proactive resolution of issues, ensuring a stable and supportive environment for employees, subcontractors, and stakeholders.

Scope

This policy applies to all employees, contractors, subcontractors, and business partners engaged in Hunter Mason's operations.

Hunter Mason is committed to:

- Ensuring that all policies and practices meet legal requirements and align with industry standards.
- Guaranteeing that employees receive their statutory entitlements and respecting their right to join representative groups.
- Maintaining comprehensive safety systems while adhering to legal and ethical standards.
- Nurturing positive relationships with subcontractors, employer associations, and unions to promote understanding and shared objectives.
- Reducing industrial disputes through open communication and the prompt resolution of grievances.
- Hunter Mason promotes effective workplace relations by encouraging employees to raise concerns with their line managers promptly.

Implementation

Hunter Mason fosters effective workplace relations by:

- Encouraging employees to raise concerns with line managers promptly.
- Addressing grievances collaboratively and in accordance with the company's Quality Assurance Process.
- Supporting employees to resolve safety concerns, especially in cases involving unsafe work practices.
- Engaging with recognised employee representatives to support employee interests and maintain productive relationships.

Grievance Management

Hunter Mason recognises the importance of addressing workplace grievances effectively and respectfully. Employees are encouraged to raise concerns with their line managers, and any unresolved issues will follow the company's structured dispute resolution process to achieve practical outcomes.

Commitment to Stability

Hunter Mason is committed to avoiding industrial action, recognizing its counterproductive effects on workplace stability and customer confidence. If industrial action arises, the company will prioritize resolution efforts while protecting its interests as necessary.



Matthew Callender
Managing Director