



**ELECTRICAL  
CONTRACTING  
PTY LTD** AU26726



**ACCREDITED  
MASTER  
ELECTRICIAN**

## GRIEVANCES AND DISPUTES POLICY

It is our policy to at all times minimise the effects of and eliminate lost time resulting from disputation. Furthermore it is clearly recognised that it is in the best interest of all parties to achieve prompt resolution of disputes.

It is therefore agreed that the most effective procedure to achieve this goal is for the responsibility for resolution to remain as close to the source as possible. It is with this strategy foremost in mind that all parties agree to strictly adhere to the dispute settlement procedure as follows:

- In the first instance of a dispute, the worker and direct worker in charge shall make every effort to genuinely resolve any matter prior to any involvement of a third party.
- All work shall continue without interruption whilst the worker discusses the dispute with the employer's representative and concerted efforts shall be made by all parties to resolve the issue as quickly as possible.
- No dispute shall be referred to a higher level until a genuine attempt to resolve the matter has been made between the parties.
- In the event that the matter cannot be resolved at this level, the workers and/or worker in charge shall raise that matter with management for resolution.
- Failing a satisfactory settlement being achieved following the above process, the dispute may, in accordance with the dispute resolution procedure contained in the Award, be referred to the Fair Work Commission where a decision made shall be binding on all parties.

All workers agree to avoid becoming involved in any disputes that do not directly concern The Business, or themselves. If the worker is under a workplace agreement then the dispute resolution clause in the agreement will apply.

S & K Electrical Contracting Pty Ltd

Director/Partner/Principal: \_\_\_\_\_

Date: 01/07/2020

Policy Review Date: 01/07/2021