



**ELECTRICAL
CONTRACTING
PTY LTD** AU26726



**ACCREDITED
MASTER
ELECTRICIAN**

PRIVATE WORK POLICY

Electrical Contractors License

We do not condone or tolerate the performance of electrical work outside of a worker's employment with us particularly where the electrical work is such that The Business could otherwise perform the work.

Under the various Acts which license electrical contractors in each state, an electrical contractor's members of the public.

Significant penalties exist for performing electrical contracting work to the public including for members outside of the immediate family and friends without a contractor's licence.

There are in some states, circumstances in which electrical workers can perform electrical work without holding an electrical contractors license.

For instance, a licensed electrician may perform electrical work for themselves or a relative at premises owned or occupied by either them self or a relative. A relative of is defined in the relevant Act.

Alternatively, a licensed electrician, in some states, make minor emergency repairs to make electrical equipment electrically safe.

Given the increasing liability and subsequent loss of personal assets in the event if an accident or injury or relatives, we encourage all electrical workers to engage an electrical contractor who holds appropriate Public Liability and Consumer Protection to perform the electrical work.

Failure to abide by this Policy may result in disciplinary action including termination. We do not accept any liability for work performed of a private nature of which is not contracted and invoiced by us.

Company Vehicles

A Business vehicle must not be used under any circumstance to perform private work or used outside of related travel (unless specific written permission has been granted).

Unless special permission has been granted to the driver, a Business vehicle may only be used to travel to and from work and during work hours. The vehicle must not be used on weekends, public holidays or leave except in the event if a work-related call out.

Failure to abide by these procedures may result in disciplinary action including termination.

Vehicle Stock

Our stock, equipment and materials must not be used for personal use or in connection with private work under any circumstance, Stock, equipment and materials can only be used with the approval of management. Permission will be given to the extent that a licensed electrical worker may make minor

emergency repairs to make electrical equipment electrically safe. Regular audits and monitoring of stock levels will be conducted.

Misuse of The Business's stock, equipment and materials is considered theft and serious misconduct.

Soliciting Clients

A worker has an obligation under their employment to serve us "faithfully". As such a duty of fidelity exists which acts to prevent a worker from soliciting clients from us or any other previous employer.

It is unlawful to solicit our clients to service a new business. It is also unlawful to recruit workers, who are presently working for us, or to remove copy or memorise any of our valuable information, including client databases, if the intent or outcome is to cause us economic loss.

Workers must conduct themselves and act in a manner that serves in our best interests. This includes acting and behaving in a manner which places us in a positive light at all times.

Failure to abide by this Policy may result in disciplinary action including termination.

S & K Electrical Contracting Pty Ltd

Director/Partner/Principal: _____

A handwritten signature in black ink, appearing to be 'A. K.', is written over a horizontal line.

Date: 01/07/2020

Policy Review Date: 01/07/2021