

Industrial Relations Policy

Policy brief & purpose

Elite Project Solutions (EPS) is committed to being a preferred employer in the electrical contracting industry, acknowledging that our success depends on the dedication, productivity, capabilities, safety, and well-being of our employees. This policy outlines our dedication to fair employment practices, compliance with relevant legislation, and the cultivation of a positive and inclusive workplace.

Scope

This policy applies to all aspects of industrial relations within **EPS**, encompassing employee engagement, communication, negotiation, and adherence to applicable laws and industry standards.

Policy elements

EPS is dedicated to recognising all parties in the employee and industrial relations framework. Communication and negotiation are integral, with engagement and consultation encouraged with both employees and representative groups. We acknowledge the crucial role played by employee representatives in communicating and supporting employee interests, affirming the right of employees to retain representation in industrial processes.

Underpinning our commitment are key principles and responsibilities that include compliance with industrial laws, recognition of client-held interests, prioritisation of quality opportunities and individual rights, identification and development of leaders, implementation of training standards, fostering diversity and inclusion, rigorous selection and recruitment, definition and regular review of roles and responsibilities, and the rewarding and regular review of individual performance in alignment with project objectives.

Our industrial relations practices include the reporting and responding to staff grievances, the provision of fair and equitable management of industrial issues, recognition of employees' entitlement to representation and freedom of association, maintenance of open relationships, and providing employees with a voice in their terms and conditions of employment.

APPROVED:

This Policy will be reviewed every 12 months to ensure its appropriateness, accuracy and value.



Craig Riding

Director



Derek McGuinness

Director