

## Consultation and Communication Policy

Pure Rail is committed to providing all its employees with consultative arrangements that allow them to contribute to decisions that impact on their health and safety. The following points are to be adhered to by Pure Rail management;

- Consultation on WHS issues shall be meaningful and effective and employee contributions valued and taken into account;
- Consultation will not delay the implementation of a policy or procedure to address an immediate or serious health and safety risk in a timely manner;
- Consultation will be undertaken in a manner consistent with positive supportive working relationships;

Pure Rail has ultimate administrative and operational responsibility for all workplace decisions that affect workplace health and safety, provided that these decisions are made in accordance with the consultation principles outlined in this policy.

Pure Rail will meet its commitment to Workplace Health & Safety by providing its employees with the necessary tools and support:

- in identification of workplace hazards;
- to aid in assessment of the risks associated with workplace activities and hazards;
- decisions made in relation to measures taken to eliminate or control workplace risks;
- review of workplace risk assessments;
- introduction of, or alteration to procedures for monitoring workplace risks;
- decisions made in relation the adequacy of workplace facilities;
- proposed changes to the work premises, systems of work, plant or substances used at the workplace;
- decisions made in relation to changes in job role;
- decisions made in relation to consultation procedures, and any legislative requirements;
- to engage in positive behaviour and deal with colleagues in a socially acceptable manner.



*Authorised by:*

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