



## **INDUSTRIAL RELATIONS POLICY**

Callen Constructions aspire to eliminate lost time, down time and unproductive work practices that arise through grievances or disputes relating to industrial relations. We encourage proactive, two-way consultation between parties, with consideration of both parties' requirements, when faced with any issue relating to industrial relations.

Callen Constructions are committed to;

- Compliance with state and federal industrial relations legislative instruments, including the;
  - Callen Constructions registered CFMEU (VIC) General Construction Enterprise Agreement
  - Building and Construction General On-site Award 2020
  - Superannuation Act 1976.
  - State legislation regarding Long Service Leave and Redundancy
  - Work Health & Safety Act 2011 (Cth)
  - Equal Opportunity Act 1995 (Vic)
  - Fair Work Act 2009 (Cth)
- Other agreements may be adopted as needed, to maintain industrial stability and meet client requirements.
- Ensuring all contractors comply with applicable awards & workplace arrangements, whilst recognizing the right to have their own industrial relations policies.
- Accepting that the interests of our clients always prevail, and that accordingly it is the client who may, in some cases, determine actual industrial relations arrangements.
- Advising clients during the progress of the work, of any industrial relations or OH&S matter which may have an impact on the construction program, the principal contract and other related contracts or project costs.
- Respecting the national freedom of association laws as documented in the Workplace Relations Act 1996.
- Employment practices that ensure equal opportunity and shall not be discriminatory.
- Any form of Discrimination, bullying or sexual harassment are unacceptable and are unlawful under the following legislation:
  - Sex Discrimination Act 1984 (Cth)
  - Racial Discrimination Act 1975 (Cth)
  - Disability Discrimination Act 1992 (Cth)
  - Age Discrimination Act 2004 (Cth)
  - Australian Human Rights Commission Act 1986 (Cth).

### **Industrial Relations Management Plan**

Where required by legislation or when a project warrants due to its size or complexity, Callen Constructions will develop and track an Industrial Relations Management Plan to identify possible IR issues relevant and details specific actions for occurrences of grievance disputes, site issues or other unforeseen action that may impact productivity.

Grant Callen  
Director