

Refusal to Work on The Grounds of Health & Safety Policy Statement

All employees and contractors have a duty under the Management of Health and Safety at Work Regulations to report unsafe working conditions or equipment to their employer. Any employee or contractor who honestly considers that his/her health and/or safety is being unnecessarily or unreasonably threatened by an unsafe work practice, location or item of equipment has the right to stop work and request changes to eliminate or reduce the perceived risk.

CR Civil Engineering Ltd will investigate the complaint and if justified will suspend the work and take the necessary measures to reduce the risk to an acceptable level. If it is considered that the complaint is not justified, the organisation will explain or demonstrate that the level of risk is acceptable and then require that work continues.

Employees will not be penalised for refusing to work on the grounds of health and safety.

Rail Works Only:

If agreement can still not be reached then the complainant should ask their Site Supervisor or Regional Manager if they can vacate the work area and then report the incident to the infrastructure controller using the Confidential Incident Reporting & Analysis System (CIRAS) by calling 0800 4101 101 or by texting their concern to the following number: 07507 285 887.



David Vyron Carl Roberts
Managing Director