



**AARSLEFF**

## WORKSAFE POLICY

### Refusal to work on the grounds of Health and Safety

An employee of Aarsleff Ground Engineering Ltd may refuse to work or do work where he or she has reason to believe:

- Any equipment, machine, device or thing the worker is to use or operate is likely to endanger himself, herself or another employee.
- The physical condition of the workplace or part thereof in which he or she works or is to work is likely to endanger himself /herself.
- Any equipment, machine or device or thing he/she is to use or operate or the physical condition of the workplace or part thereof in which he /she works or is to work is in contravention of the any health and safety legislation and such contravention is likely to endanger himself / herself or another employee.

Upon refusal, the employee will report circumstances to his / her supervisor who will immediately investigate the report in the presence of a member of the health and safety team or, in the event that he / she is not available, a fellow employee.

The employee will remain at a safe place near his / her workstation until the investigation is completed unless the employer assigns the employee to alternative work or gives other directions to the employee.

If, following the investigation and corrective actions, the employee still has reasonable grounds to believe that the situation remains dangerous, the employee may refuse to work or to do the work and the company or the employee or a person acting on behalf of the company or the employee, will in the case of work carried out on NRMI, notify the Rail Accident Investigation Board.

No employee will be assigned to the work being refused unless that employee has been advised of the first employee's refusal and the reasons for the refusal.

At no time, will any disciplinary action be taken for any genuine cases.

The contents of this policy and all revisions which may be made will be brought to the notice of all employees.

This policy will form part of the Integrated Management System and be formally reviewed annually by Senior Management.

Signed.....  
Kevin Hagup Director

Date.. 10/10/18 .....

**The Health & Safety at Work Act 1974 and Network Rails' Standard NR/L2/OHS/00112 places a responsibility on employers to provide a safe system of work.**

**If you, an employee of the company or a member of the workforce, working under a safe system of work provided by Aarsleff are concerned that, by continuing to work under this system you may put yourself or others at risk, you must stop work immediately and notify your line manager (supervisor/Foreman or manager) of your concern.**

**Your line manager has a duty to record the concern and seek advice from senior management.**

**Employees who have invoked their right to refuse to work, will be free from any disciplinary action.**

