
INDUSTRIAL RELATIONS POLICY

The aim of the CC Pines Industrial Relations (IR) Policy is to deliver our construction services in such a fashion that lost time and conflict due to industrial disputes is minimised. In this way we aim to limit the likelihood of an IR dispute affecting our ability to meet client expectations.

Our policy is to:

- Establish and maintain management practices that minimise IR related lost time on projects,
- Establish and maintain strategies to minimise the migration of industrial action to client project sites,
- Comply with the relevant Acts and Regulations,
- Comply with Industry Agreements,
- Establish and maintain a federally certified industrial instrument for engagement of employees,
- Establish and maintain management practices that are compliant with the National Code of Practice for the Building and Construction Industry, and
- Utilise the professional services of the Housing Industry Association to aid in the resolution of disputes if required.

In an operational sense this policy is to be effected by ensuring:

- Site Managers maintain open and frank communication with employees and sub contractors,
- Site Managers actively monitor the development of IR issues – early intervention is preferred,
- Site Managers promote a culture that does not lend itself to cultivation of IR disputes,
- Site amenities are adequate and site safety is constantly monitored and reported upon, and
- Sub contractors have IR Policies that are compatible with those of CC Pines.