

CONSULTATION POLICY

Introduction

Titan Heavy Lift is committed to maintaining its duty to facilitate open work health and safety consultation with all its workers. Titan Heavy Lift prides itself on instant, open and positive consultation. This culture promotes a safer work environment and a more productive workplace.

Purpose

The purpose of this policy is to outline Titan Heavy Lift’s commitment and expectations of its workers with regard to work health and safety consultation and acknowledge its duty to consult workers and help them understand the consultation process.

Scope

This policy applies to all workers, management and contractors involved in Titan Heavy Lift’s operations.

Responsibilities

Workers and Contractors

All workers and contractors are expected to:

- participate in consultation when it directly affects them
- use the agreed methods of toolboxes and Slack for consultation
- participate in the elections for health and safety representatives
- participate in deciding the nature of the consultation when it directly affects them.

Management

Management is expected to:

- uphold its duty to consult workers
- maintain a positive culture about agreed procedures in work health and safety consultation
- share all relevant information with workers
- give all workers a reasonable opportunity to express their views
- advise all workers of the outcomes of the consultation.

Policy

Titan Heavy lift has introduced a consultation policy to comply with its duty to consult workers. Titan Heavy Lift will, in accordance with the regulations, consult with workers who are or are likely to be directly affected by a matter relating to work health and safety.

Toolbox Talks

Titan Heavy Lift uses toolbox meetings as an important means of consultation. Titan Heavy lift runs a minimum of 12 toolbox meetings per year. This gives workers an opportunity to engage in direct consultation with management.

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It is also another opportunity to identify hazards and assess risks to health and safety, then talk about the best ways to mitigate that risk.

Slack

Slack is an instant messaging platform used by Titan Heavy Lift to communicate directly with its workers. Slack represents instant consultation between workers and management. If workers are unsure about work health and safety issues, they can discuss them directly and instantly. Policies, procedures and safe work methods can be found and sent to the workgroup instantly.

Email and Verbal Consultation

Titan Heavy Lift prides itself on making email and verbal consultation as openly available as possible. All sensitive email and verbal consultation will remain anonymous unless requested by the worker.

Health and Safety Representative

Titan Heavy Lift will take reasonable steps to hold elections and provide the resources required for the health and safety representative to represent workers who carry out work for the business.

Conclusion

Titan Heavy Lift's consultation policy acknowledges that those who are directly impacted by a decision should have a voice in shaping it. It recognises the value of engaging workers early on, enabling them to contribute to problem-solving, system formulation and implementation processes.

By involving workers in meaningful consultations, policies and systems can harness a diverse range of perspectives, insights and expertise to form their structure.



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