

Policy – Rail

Title: Refusal to Work

Resourcing Solutions Limited recognise our prime responsibility under the "Health and Safety at Work Act 1974" (HASAWA) for the health, safety and welfare of our employees, contractors and third parties affected by our work. Our overall approach to the health, safety and welfare of our (Resourcing Solutions Limited's) employees is outlined in our Health and Safety Policy Statement.

Safety is fundamental to all parties whose activities impact on the work site. Each person under the HASAWA is obliged to observe two fundamental rules:

1. "to take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions at work." [HASAWA Part 1 Section 7(a)]
2. "as regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with." [HASAWA Part 1 Section 7(b)]

Section 7(b) of the act is discharged by every person working on Network Rail Managed Infrastructure observing any restrictions placed on them by; Risk Assessments, Method Statements, Work Package Plans, Network Rail Group Standards and Network Rail Company Standards.

Section 7(a) ensures that the employee does not knowingly place themselves or anyone else at risk in accordance with NR/L2/OHS/00112 Worksafe Procedure.

On any occasion that an employee is required to carry out tasks that he or she considers to be unsafe, the employee has, once all reasonable steps have been taken to resolve objections, the right not to perform the task. Once the employee has refused to carry out a task their objections must be taken to the appropriate authority for resolution.

All staff engaged in the railway infrastructure have a facility for reporting any safety concerns into a central, confidential reporting system, CIRAS (Confidential Incident Reporting & Analysis System). CIRAS is an alternative way for rail industry staff to report safety concerns that they feel unable to report through company safety channels. It is a completely independent and confidential way to report safety concerns without fear of recrimination.

Reports can be made by Freephone 0800 4101 101, by sending your contact details to text number 07507 285887, by writing to Freepost CIRAS, or via the CIRAS Website at www.ciras.org.uk

A handwritten signature in black ink, appearing to be "Kenny Burton".

(Kenny Burton)

Signed:

Position: Rail & Construction Director

Dated: 04th December 2021