

RIGHT OF REFUSAL TO WORK POLICY STATEMENT**February 2025**

DPSS Cabling Services are specialists in Design Solutions, Install, Test & Commission of Electrical and Communication Systems, Mechanical and Electrical and associated works.

At DPSS Cabling Services, whilst having good management systems in place covering Health & Safety and by taking all reasonable steps and precautions when planning and evaluating work activities, it understands that occasions may still arise where an employee or others contracted to work for DPSS believe that to start or continue work would put themselves and/or others in danger and where they believe this danger to be great enough to justify them refusing to work.

DPSS recognise that it is in the interest of all parties to avoid conflict and to work together to resolve any issues as quick and efficiently, as is practicable to do, addressing all concerns raised in a timely and proficient manner.

DPSS highly values its employees and any third parties engaged by them and seek to always maintain good industrial relations and a Safe working environment.

All personnel have the right to refuse to work on the grounds of Health & Safety, if they have reason to believe that:

- A safe system of work is not being adhered to.
- They have not received adequate training for the task they have been assigned.
- They have not been provided with the correct PPE, tools, or equipment to work safely.
- The working conditions are dangerous such as poor weather conditions, inadequate space and lighting, poor ventilation.
- They are being asked to take unnecessary risks.
- The equipment provided is inadequate, unsuitable or of a poor quality/condition.

Upon refusal the individual will report direct to their Site Supervisor, H&S Representative or Line Manager who will immediately investigate and as far as is practicable, resolve the issue(s) and complete a report of the findings and corrective actions implemented. A brief report will also be recorded on the Daily Shift Report (DSR).

The individual will remain in a safe place or assigned other works until the investigation has been completed and the issue resolved to the satisfaction of all parties.

Should however, following an investigation and the implementation of corrective actions the individual still has reasonable grounds to believe that the situation remains dangerous, then they still have the right to refuse to work and the issue(s) will be escalated to higher management level without fear of discrimination to the individual and where applicable an external professional body, i.e., HSE will be advised.

All personnel are advised of the Confidential Incident Reporting & Analysis Systems (CIRAS) when they join the company and have access to the CIRAS monthly reports and web site www.ciras.org.uk

It is the duty of all Directors, Managers and Supervisors to ensure that this policy is adhered to and that all persons employed by DPSS have the right to speak out, raise concerns and refuse to work on the grounds of Health & Safety with complete impunity from discrimination, victimisation, and reprisals of any form. The overall responsibility and the implementation of this policy lie with the MD.



D.A. Oates
Managing Director