

**JDV** projects.



# Industrial Relations Policy

Last updated March 2023

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## Policy Statement

JDV Projects strives to be an employer of first choice in the construction services industry. We recognise that the success of JDV Projects business depends largely upon the commitment, productivity, capability, safety and health of our employees.

## Aims and Objectives

Our industrial relations (IR) practices are designed to ensure the delivery of the best outcomes for our business and our people. Our practices, policies and industrial instruments comply with applicable legislation and reflect contemporary industry standards. We employ people under fair, reasonable & market competitive terms and conditions. Our employment practices operate to ensure our business objectives are met and the company continues to grow & prosper.

## Responsibilities

It is company policy to recognise all parties in the employee and industrial relations framework whether for communications or negotiations. We engage and encourage consultation with our employees and employee representative groups. JDV Projects recognises the role played by employee representatives in communicating & supporting employee interests and supports the continues right of employees to retain the assistance of representations in industrial processes.

All industrial relations matters will be treated with sincerity and in a prompt and professional manner. Central to the efficient management of industrial relations issues are our key principles including:

- Compliance with all applicable industrial laws, regulations, statutory obligations, awards, agreements, and national and state codes of practice & guidelines
- Acceptance that the property held interests of our clients may prevail, and accordingly it is the client who in many cases determines actual industrial relations arrangements
- Ensure quality of opportunity, respect the rights of the individual and foster partnership and trust, in every working relationship
- Identify & develop our leaders to have positive, productive and respectful relationships with employees
- Training standards which enhance employee development in areas of skills, competence and workplace health & safety
- Foster a strong diversity and inclusion culture within our workforce
- Select & recruit high quality people
- Define & regularly review individual and team roles, responsibilities and accountabilities
- Reward & regularly review individual performance
- Report & respond to staff grievances in accordance with define procedures
- Provision of fair and equitable management of industrial issues and an expectation of the same from all other interested parties
- Recognition of our employee's entitlement to representation and freedom of association
- Maintaining open relationships with employees and any elected representatives, and with other interested parties
- Provide employees with a voice and a say in their terms and conditions of employment

Ultimately, we aim to create, develop and lead highly motivated competent teams and individuals who have appropriate skills within long term sustainable employment opportunities.



**Jason De Vos**  
Managing Director