

Consulting employees on health and safety matters can be very important in creating and maintaining a safe and healthy working environment. By consulting employees, KGJ Price [Railway Contractors] aims to motivate staff and make them aware of health and safety issues we aim to become more efficient and reduce the number of accidents and work-related illnesses. KGJ Price [Railway Contractors] recognises that Workforce Involvement goes beyond simply giving information or consulting on management proposals. Instead we aim to create a genuine partnership between managers and workers (either direct or through their representatives) for managing health and safety risks.

KGJ Price [Railway Contractors] are committed to involve workers as a long-term objective to Health and Safety performance. Leadership, management commitment and sustained action will help to maintain the trust of the workforce and make involving workers part of the culture of our organisation. Through the Workforce Involvement and Health and Safety Policy Statements we have made a clear commitment to actively involve the workforce – including part-time and agency workers – as part of a developing health and safety culture. We will work with our employees to fulfil its requirements as states in the Health and Safety (Consultation with Employees) Regulations 1996

We will consult on a range of health and safety matters, including:

- Any measure at the workplace which may substantially affect their health and safety. For example, changes in procedures, equipment or ways of working;
- The employer's arrangements for getting competent people to help him or her comply with health and safety requirements and evacuation procedures;
- The information employers must give to employees about risks to health and safety and preventative measures;
- The planning and organising of health and safety training;
- The health and safety consequences of introducing new technology.

Senior Management

Senior Management takes responsibility for:

- Ensuring that the policy to involve workers is put into practice.
- Ensuring that worker involvement is properly maintained.
- Ensuring that the policy is regularly reviewed.

Line Managers and Supervisors

Line managers and supervisors play a vital role in implementing worker involvement. Their responsibilities include:

- Ensuring local teams know about the policy.
- Ensuring the policy is put into practice – discussing ideas with local teams and piloting initiatives.
- Supporting staff to get involved.
- Advising senior management of resource requirements.
- Championing worker involvement and health and safety through active participation and observation of health and safety rules

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Representatives

Staff who represent the workforce in health and safety will actively promote worker involvement by:

- Participating in activities.
- Communicating effectively and regularly with the wider workforce.
- Co-operating with managers to ensure workers' concerns are acknowledged and responded to.
- Being approachable.
- Being enthusiastic and creative.
- Championing health and safety, for example by setting a good example.

Workers:

Workers should be encouraged to get involved. They play their part by:

- Making suggestions for improving health and safety.
- Following health and safety procedures.
- Reporting unsafe conditions or practices (to a line manager or representative).

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Director
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