

INDUSTRIAL RELATIONS POLICY

Fluid Maintenance Australia (FMA) strives to continually improve the way in which we operate our business whilst ensuring a harmonious workplace for its employees within the bounds of the applicable industrial relations instruments. We are committed to ensuring that the business operates in an open and transparent environment that allows employees, vendors and customers to eliminate potential lost time and productivity through grievances or disputes pertaining to industrial relations.

FMA is committed too;

- Compliance with all state and federal industrial relations legislative instruments
- To provide a safe, open and harmonious working environment that is conducive to keeping its employees content whilst achieve business expectations.
- Maintain open relationships with our customers of any industrial relations and OH&S matters which may have an impact on their business
- Accepting that the properly held interests of our clients always prevail, and that accordingly it is the client who may, in some cases, determine actual industrial relations arrangements.
- Monitor industrial relations performance and activities of vendors
- Continually develop and improve skills of its employees to enable them to work efficiently whilst providing them all the tools and guidance needed to ensure a high productivity level

All levels of management are responsible for;

- Providing fair and reasonable management of industrial relations issues
- Maintain open and transparent working environments for their employees to allow effective communication
- Apply all FMA policies and procedures in an equitable and fair manner
- Liaise with Human Resources on any disputes immediately to ensure procedural fairness is applied at all times

Approved by



Andrew Freeman

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Date

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