

TRANSPORTATION YOU CAN RELY ON

P12 – Right to Refuse Work Policy

01.08.2022



P-12 Right to Refuse Work Policy

Under the Employment Rights Act 1996, employees have the right to refuse to work in or to leave their place of work if they reasonably believe that there is a serious and imminent risk of danger to themselves or to others.

This Policy is intended to provide guidance on what procedures should be adopted in the event that an employee exercises or proposes to exercise that right.

Notification and response

Where any employee reasonably believes that to start or to continue work would place themselves or others in serious and imminent danger, they may stop work or refuse to start work or take other reasonable steps to protect themselves or others. In any of these events the employee must immediately report the matter to management.

- The H&S Lead or appointed person will make a written record of the report with full details of the alleged risk / dangerous situation and shall investigate the matter as soon as is practicably possible.
- At any time prior to or during the investigation of the issue reported, the H&S Lead or appointed person may undertake or authorise actions to mitigate the hazard or reduce any possible risk to an acceptable level.

Continuation of work

Where a right to refuse work report has been generated work may only continue when:

- It is agreed by the employee or employees who reported the issue that the hazard has been eliminated or reduced to an acceptable level; or
- The Project Manager or appointed competent person state that in their opinion the hazard has been eliminated or risk reduced to an acceptable level.

Approved by:

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