

Austrak Company Policy

Industrial relations

Our objective

Austrak is committed to developing a diverse workforce and providing a work environment in which employees are treated fairly and with respect and where good employee relations drive productivity and employee engagement.

How we manage industrial relations

The management of industrial relations is of critical importance to Austrak operations and all levels of management are focused on ensuring that industrial issues do not impede project delivery. Implementation of this policy will be achieved by:

- Developing and promoting a high performance culture which delivers on our promises and aims to exceed
- Developing strong employee engagement, working as one team and driving productivity
- Ensuring all levels of management and employees understand and accept their industrial relations responsibilities and are accountable for those matters within their control
- Encouraging and supporting open two way communication
- Resolving employee issues in a timely and professional manner
- Ensuring freedom of association and compliance with the law, relevant industrial instruments and Codes of practice
- Maintaining a programme of education and training to enhance skills and increase industrial relations awareness
- Establishing productive relationships with unions, contractors, employer groups and government bodies that directly and indirectly affect our operations.

Our goal is to become an employer of first choice and create engaging and productive workplaces through the diligent application of this policy and the acceptance of shared responsibility by the Company and all its employees.



Murray Adams
General Manager