Commitment

Working safely requires the establishment of safe systems of work, delivered by a competent workforce demonstrating the correct safety behaviours.

No employee of McFour Ltd, or anyone working on behalf of McFour Ltd, is expected to carry out any task where the risk to themselves or any other person is considered to be unacceptable.

Under our Worksafe, or Refusal to Work Policy, each member of staff has the absolute right to refuse to carry out work if they feel it is not safe to do so.

Refusal to work on the grounds of Health and Safety is free from any disciplinary action and will not affect, in any way, their future prospects within the company

All refusals to work will be responded to positively & promptly and the employee raising the Worksafe procedure will be informed of decisions throughout the process.

All managers and staff are also encouraged to report any unsafe acts or conditions, which they have witnessed.

Procedure

Any situation arising which leads to an individual refusing to work for Health and Safety reasons must be reported, in the first instance, to the senior person on site as soon as possible, explaining that you have invoked the Worksafe policy and why you have stopped work.

The person in charge shall, in discussion with the employee, make an assessment of the situation and determine the course of action required.

An agreement should be reached that there has been a suitable and sufficient risk assessment of the task, the system of work is safe and that the work can be restarted.

If a safe method of work cannot be agreed, the work will not be restarted and the person in charge shall report to the Managing Director, or Health & Safety Manager for further instruction.

No work should be recommenced until the issue causing concern has been addressed.

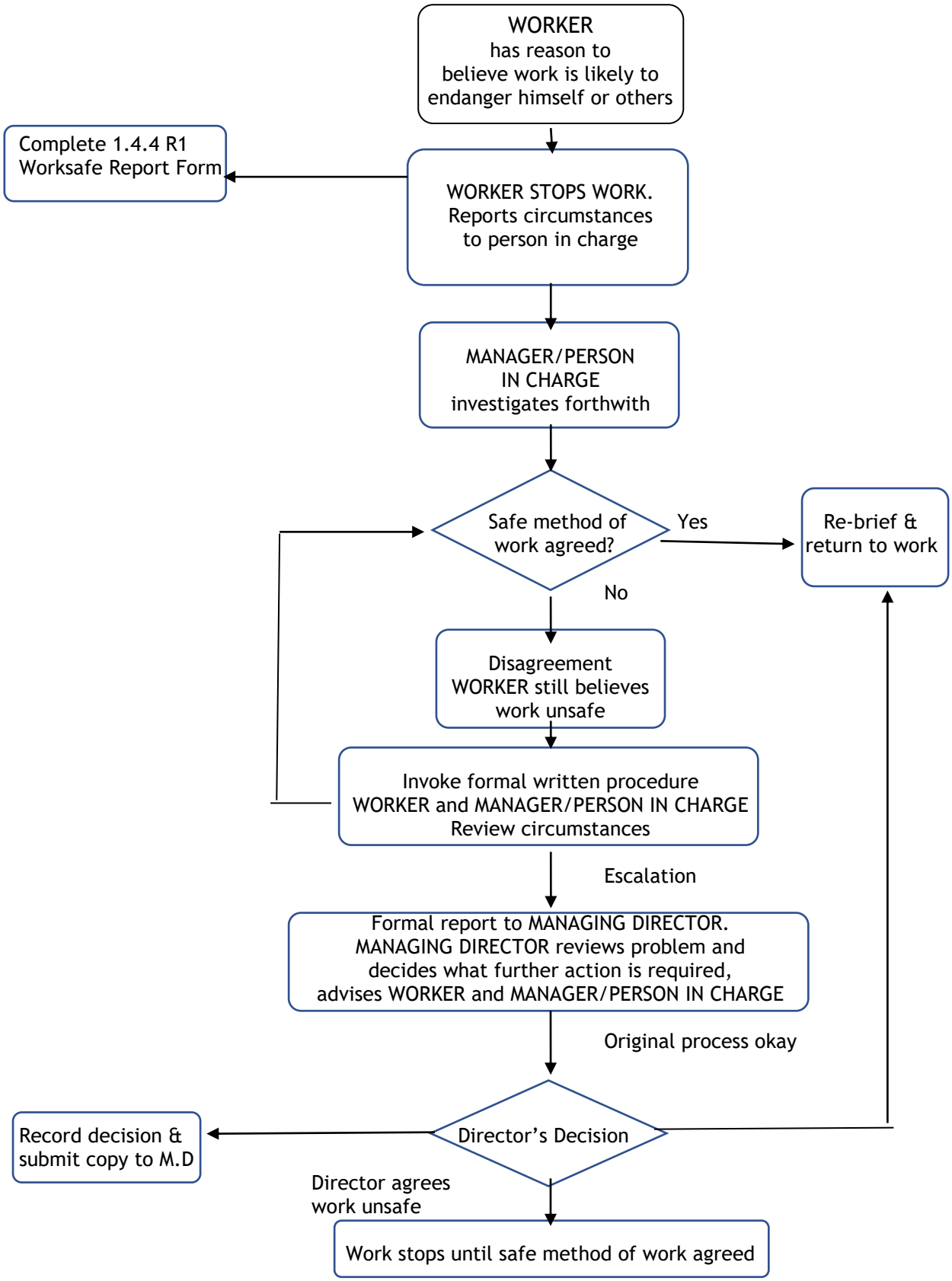
Details of all refusals to work must be passed to the Managing Director & Health & Safety Manager.

This policy statement will be formally reviewed on an annual basis

Signed: M McDermott Date 01/02/2026

Mr Martin McDermott, Managing Director

PROCESS


WORKER has reason to believe work is likely to endanger himself or others
WORKER STOPS WORK. Reports circumstances to person in charge
Complete 1.4.4 R1 Worksafe Report Form
MANAGER/PERSON IN CHARGE investigates forthwith
Safe method of work agreed?
Yes
Re-brief & return to work
No
Disagreement WORKER still believes work unsafe
Invoke formal written procedure WORKER and MANAGER/PERSON IN CHARGE Review circumstances
Escalation
Formal report to MANAGING DIRECTOR. MANAGING DIRECTOR reviews problem and decides what further action is required, advises WORKER and MANAGER/PERSON IN CHARGE
Original process okay
Director's Decision
Record decision & submit copy to M.D
Director agrees work unsafe
Work stops until safe method of work agreed