

Educ8tions Ltd.



Industrial Relations Policy
(IRP)
Apr 2018 – Apr 2019



Document Control

Document Title: Industrial Relations Policy

Document Number: **G8C28**

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Change Authority: The Board of Directors

Change History

Version	Date	Reason for change	Change by
0.1	01 st August 2016	First draft	Vonley Joseph
0.2	02 nd April 2018	Updated	Vonley Joseph

Change Mechanism

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Industrial Relations Policy

Educ8tions Ltd. is committed to provide and maintain a cooperative and productive Industrial Relations environment.

1. This environment is developed through effective communication, to ensure that everyone in the company and working as a sub-contractor understands the aims and objectives of the company and how each individual working for the company contributes to the company's performance.
2. The company understands the importance of recognising the contribution of each
3. Member of staff and its sub-contractors to the success of the company and strives to develop a positive environment in which all staff are encouraged to improve their own and others performance.
4. Staff skills and training are reviewed annually. The review includes an assessment of capabilities and shortfalls and training requirements are agreed. Such individual assessment is preferred to a standard structured program because of the diversity of the work force and the different job skill requirements necessary.
5. All staff and its sub-contractors are given the training and development support opportunities to empower them in pursuit of their and the companies goals.
6. These goals are achieved without compromising safety and/or quality standards.
7. Legal rights of employees – Educ8tions Ltd. monitors changing UK employment law and Sub-Contractor's laws and regulations and revises its conditions of employment and terms of engagement where necessary to ensure that all employees and sub-contractors benefit from current legislation.
8. Union membership. While Educ8tions Ltd does not require union membership for employees, the company has no objection to individuals belonging to a union and will, if requested by an employee, negotiate with any union on its member's behalf.

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