

Industrial Relations Policy

Policy Statement

Mass is committed to providing a transparent, fair and harmonious workplace.

We promote open and effective communication to resolve disputes quickly and efficiently. Our Industrial Relations practices are designed to ensure the delivery of the best outcomes for our business and people.

Responsibilities

- Comply with all applicable industrial laws, regulations, statutory obligations, awards, agreements, and National and State codes of practice and guidelines
- Comply with freedom of association provisions – ensuring our employees' right to choose whether or not to join a union is respected and that no worker is subject to any form of discrimination as a result of their status as a union member or otherwise
- Address matters arising as a result of an employee grievance in accordance with defined procedures
- Ensure all policies and procedures are applied in a fair and equitable manner
- Promote equal opportunity by providing employment and advancement opportunities to all individuals based on merit, qualifications and abilities
- Ensure rights of entry to worksites is in accordance with the relevant State and Federal laws
- Maintaining open relationships with employees and any elected representatives



Charles Massarella
Managing Director