

Industrial Relations Policy

JBM is committed to effective industrial relations management and encourages employers and workers to cooperate and work together to create an environment that is harmonious, beneficial to all parties and conducive to workplace efficiency and operability. The management of JBM also encourages open communication with all workers and employee representative groups to ensure that issues are dealt with effectively and efficiently.

Our aims are to:

- Maintain open communication with workers and employee representative groups
- Encourage additional employment opportunities through increased productivity and efficiency
- Improve workers' skills through training
- Minimise lost time and production

The General Managers, Project Managers and Supervisors are actively involved in the implementation of the following key elements:

- Wherever possible the promotion of workers from within the company who are qualified and able to fill vacant positions.
- To maintain remuneration that compares favourably with industry standards is fair and competitive.
- To provide a safe and efficient environment by maintaining good physical working conditions
- Fostering effective relations among workers and management
- To provide planned training, education and staff development activities as an investment for the mutual benefit of workers and the company
- To maintain open lines of communication between all workers and subcontractors and be prepared to listen and take a responsible and reasonable approach to industrial relations issues.
- To provide continuity of employment wherever possible.



Mile Belevski
General Manager
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