

# Work Refusals Special Report



Refusing to perform assigned work is normally an act of insubordination for which a worker can be disciplined. But OHS laws create a special exemption that allows workers to refuse unreasonably dangerous work to protect their own or another person's safety. Disciplining workers for exercising their refusal rights is a form of reprisal or 'discrimination' banned by the law. And the dangerous conditions that prompt the refusal may potentially be serious OHS violations that you must immediately address.

On the other hand, work refusals can be highly disruptive and are supposed to be used only as a last resort. That's why refusal rights are subject to strict limitations affecting both the nature of the worker's safety concern and the process of initiating the refusal. If the limitations aren't met, the refusal is invalid, and you can discipline the worker for continuing to engage in it. While it may sound simple, responding to a work refusal and assessing its validity is hard to do, especially in the heat and tension of the moment. Download this special report covering all the things you need to know to meet that challenge.