



## Fatigue Management Policy

Safety depends on employees being fit for duty while at work. Fatigue can be attributed to a range of factors including lack of recovery sleep, time on task and time of day. Fatigue can affect a person's physical and mental ability to safely perform their everyday work-related tasks or stop fatigue impairs judgement, hand eye coordination, reaction times, concentration, and problem-solving abilities, moods, motivation levels, morale, communication skills, health and safety, relationships with family, friends, and work colleagues. Steadfast Roofing Identifies and manages the risks associated with fatigue via risk assessments and this Fatigue Management Policy.

### Responsibilities

#### Management / Supervisors

- To ensure that employees are informed of the risks associated with fatigue and how to affectively control these risks.
- To identify the risks associated with fatigue, including establishing a system for identifying problems.
- To Assess the risks associated with fatigue.
- To control the risks associated with fatigue:
  - Ensure that 'hours of work arrangements' control the risks of fatigue.
  - Ensure that the 'system of work' does not contribute to fatigue problems.
  - Provide training, information and supervision that supports effective management of fatigue.
  - Ensure the 'system of work' is flexible enough to deal with factors influencing fatigue.

#### Employees

- To Report problems with fatigue.
- To recognise and report own fatigue problems.
- To contribute to the identification of risks.
- To contribute to the assessment of risks.
- To cooperate with control measures.
- To contribute to the design and implementation of these control measures
- To manage individual factors which affect fatigue.

#### Hours of Work Arrangement

In all but exceptional circumstances, employees should not be required to:

- Regularly work 10-hour shifts
- Work more than 14 consecutive hours in any one period (including overtime) at least twice a week.
- Work more than 280 hours in a 28-day period.
- Work more than 70 hours in a 7-day period.
- As a guide, an individual who has had less than 5 hours recovery sleep in the last 24 hours should be deemed unfit for operation tasks that are regarded as high-risk activities.

Steadfast Roofing will endeavour to help employees manage their fatigue levels. Such assistance includes varying 'hours of work arrangements' where possible.

Michael Lonergan – Director

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