Fatigue Policy

This document in supplementary to Halsion Ltd's standard health & safety policy

Fatigue, whether physical or mental, impairs a worker's ability to perform their job duties safely and effectively. It increases the risk of accidents and injuries which can lead to unnecessary workers' injuries, associated costs and can greatly reduce productivity on a project.

Common causes of worker fatigue include extended hours, night work and increased workload. Physically demanding and repetitive work is a big contributor to fatigue. Work that requires a high level of concentration, like operating heavy equipment, can also lead to worker fatigue. Another factor that leads to worker fatigue is environmental conditions, such as working in extreme heat or cold temperatures.

Halsion Ltd manages fatigue in our workers in various ways including:

- Increasing staff number rather than increasing working hours
- Overtime and out of hours working only when essential
- Rotation of staff during repetitive tasks
- Rotation of crew bus drivers
- Reduced site working hours for those colleagues who commute
- Allowance for use of public transport
- Geographically planned routes to minimise travel times

Any employee must not commence or continue work if he or she is fatigued to such an extent that their condition may prejudice his or her safety, or the safety of others. Managers will not plan work arrangements for personnel who are fatigued or are likely to become fatigued during the work period. Managers and supervisors are authorised to prevent any employee from commencing work or continuing to work if they believe the person is fatigued. Every employee is different and encouraged to discuss strategies with their line manager when it comes to reducing the effects of fatigue.

A periodic review will be undertaken to assess the effectiveness of this policy in line with staffing factors and new technologies introduced.

Michael Morris
Mechanical Director
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