



Orion Rail Construction Policy Statements

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30. Fatigue Management Policy

Fatigue has been identified as a factor in accidents and incidents which can lead to reduced vigilance and alertness, increase errors, impair decision making and deterioration in mood and motivation.

Orion Rail Construction recognise that there are human performance risks from fatigue which may cause accidents and that fatigue cannot be overcome by an individual making more effort.

Orion Rail Construction will take all reasonable steps to ensure that all employees and suppliers are aware of the risks surrounding fatigue and our company process for the management of these risks.

We are committed to plan and implement suitable working patterns, collect and review the associated data in accordance with our Management of Fatigue Procedure.

Fatigue management is an open two-way communication between all employees & suppliers and is a joint responsibility for fatigue to be managed effectively. All employees and sub-contractors will be encouraged to honestly discuss and progress any fatigue issues that they may have.

Our Senior Managers to recognise that fatigue management is not a one-off activity –it is a continuous improvement system that requires an ongoing commitment of resource to support effective, ongoing fatigue controls and are committed to involving employees and sub-contractors in implementing and monitoring our fatigue risk control measures.

We will encourage individuals to:

- Make appropriate use of off-duty periods provided in the working pattern to obtain sufficient sleep to carry out their work safely, including taking future duty times into account when planning their off-duty lives;
- Setting and monitoring Targets and Objectives
- Take reasonable steps to ensure that their sleeping environment, nutrition, use of caffeine, alcohol, drugs and medications, and their travel arrangements do not adversely affect their ability to carry out their duties safely;
- Participating in fatigue-related education and training activities arranged by Orion Rail Construction;
- Informing their line manager as soon as possible if they believe that they or a colleague are, or are likely to become, too tired to carry out their duties safely
- Declare any second job which could reasonably be expected to adversely affect their level of fatigue and their consequent ability to carry out their duties safely;
- Inform their line manager if they become aware that they may have a condition such as a sleep disorder which could make them more liable to potentially dangerous levels of fatigue at work
- Reporting any other concerns, they may have regarding risks from fatigue in the operation;
- Co-operating with other reasonable requirements or requests of Orion Rail Construction which are aimed at controlling risks from staff fatigue.

This Policy Statement should be read in conjunction with our Hours Worked Policy Statement and NR/L2/OHS/003 Fatigue Risk Principles

This statement will be reviewed annually (or as and when required) by the Directors.

Sam D'Cruze
Managing Director
8th September 2020