



Orion Rail Construction Policy Statements

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8 Hours of Work Policy

Orion Rail Construction is committed to ensuring that their Operatives/Contractors are able to function effectively and safely in line with the commitment given in the Health & Safety policy statement. To this end it is the policy of Orion Rail Construction to ensure that its Operatives/Contractors do not work excessive hours.

In order to comply with the Working Time Directive and Sentinel Scheme Rules, the following limits shall be applied (**Please also refer to procedure ORCS-MOP-BMS-007 Working Hours & Fatigue**):

The longest shift in any roster shall be 12 hours (14hrs including travel).

The minimum rest between 2 shifts shall be 11 hours.

- 13 consecutive days followed by 2 consecutive rest days, each of which is not less than 24 hours;
- Work not more than 72 hours within any 7 consecutive days;

In the event of an emergency the on-call manager must be contacted and agreement sought.

Orion Rail Construction will ensure that their Operatives and Contractors will receive a break of at least 30 minutes in the middle of turn of duty and also that occasional breaks are given as appropriate.

The above maximum working periods and minimum rest periods must take into account any non-safety critical work or other work not associated with the railway infrastructure but undertaken during the same periods.

Note: No Operative may work 12hrs prior to any training being given or 12hrs after the training has been completed.

Although the working hours of NWR Operatives engaged on railway work is strictly controlled and monitored, this cannot take into account any other work undertaken outside of the jurisdiction of Orion Rail Construction. This is particularly important in the case of contractors and agency personnel, who may undertake work with other sponsors.

It is the responsibility of ALL NWR Operatives to declare their working hours with other sponsors to Orion Rail Construction before agreeing to work any offered shifts.

In order to demonstrate the individual's acknowledgement and understanding of the importance of working in strict accordance to the procedure and the applicable statute all Orion Rail Construction personnel and subcontractors will sign the working hour's declaration on their first day on site, this signed document will then be retained in their personnel file.

Sam Dcruze
Rail Managing Director
8th September 2020