



## **MANAGING FATIGUE POLICY**

The management of fatigue is an integral part of our organisation's "Fit for Duty" Policy and is a shared responsibility between Blara Safety UK Ltd and all its personnel.

Blara Safety UK Ltd is responsible for providing safe systems of work and all personnel share in the responsibility to minimise and manage the adverse effects of work related fatigue.

### **Objective**

The objective of this Policy is to:

- ensure a safe and healthy working environment free of work-related injury or illness;
- minimise the risks of persons presenting for work or conducting work while impaired;
- establish appropriate steps to manage persons who are effected by fatigue; and
- encourage persons affected by fatigue to seek assistance.

### **Scope**

This Policy and supporting procedure Managing Fatigue, applies to everyone working at, or attending a Blara Safety UK Ltd workplace or Clients site. All persons shall comply with this Policy and procedure to ensure they maintain the capacity to safely perform work.

### **Interpretation**

Fatigue related impairment is considered an identifiable workplace hazard. Like any hazard, the control measures for managing fatigue risks are based on sound principles. The most effective means to manage fatigue is to have adequate restorative sleep.

A person's fitness for duty may be compromised by:

spending long periods of time awake; inadequate or insufficient quality of sleep over an extended period; the type of work performed and work environment; workload, length of the shift and previous shifts worked; the time of day or night worked; the time taken to travel to and from work; consumption of alcohol; the use of drugs (prescription, non-prescription, illicit or other); their general level of fitness and/or medical condition; and stress.

In implementing this Policy Blara Safety UK Ltd will:

- require everyone on site to be fit for duty and perform their duties without imposing risks to the health and safety of themselves, others or to the safety of plant;
- prevent or minimise the effects caused by a fatigue related incident; and
- maintain the privacy and confidentiality of those participating in fatigue management programs.

### **Responsibility**

Employees at all levels within Blara Safety UK Ltd are responsible for implementation of this policy.

Blara Safety UK Ltd is responsible for establishing and maintaining a fatigue management framework to ensure that personnel are fit for duty.

Employees, contractors and other personnel are responsible for ensuring they are fit for duty by complying with this Policy and the procedure.

Ultimately to successfully control the risks associated with fatigue in the workplace it is up to each individual to recognise the symptoms of fatigue obtain adequate sleep and ensure they and others affected by fatigue seek assistance.

This policy will be reviewed annually, or sooner following experience or because of operational or organisational changes.

Signed on behalf of the Company:

Managing Director - January 2020