

CONTROL OF FATIGUE POLICY STATEMENT

Fatigue related impairment is an identified 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 rest and sleep.

Therefore, I- as Managing Director of WEC GROUP LTD will ensure that the management of fatigue is an integral part of my Rail organization's "Fit for Duty" strategy and is shared responsibility between the GROUP and all related personnel.

The Company is responsible of providing safe systems of work and all personnel share in the responsibility to minimise and manage the adverse effects of work related fatigue.

The objective of this Policy and all associated procedures 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 affected by fatigue;
- Encourage persons affected by fatigue to seek assistance.

This Policy and all supporting procedures apply to everyone who works at or attends work for Rail Projects on WEC GROUP premises in addition to working on a Network Rail site/ infrastructure i.e. Transport for London.

Employees at all levels within WEC GROUP Rail team are responsible of this Policy implementation.

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

Therefore in implementing this policy I will require all employees involved in Rail Projects to be fit for duty, and perform their duties without imposing risk to the health and safety of themselves or others.

To ensure this my Management Team will detail the processes used for Rail Projects in order to:

- Determine appropriate work planning
- Define the responsibilities of Managers, Employees, Sub-contractors and others
- The fitness for duty of employees, sub-contractors and other personnel in relation with fatigue.
- Manage the risks associated with the adverse effects of fatigue.
- Ensuring the Working Time Limits are known and respected:

The maximum working hours for all PTS staff;

- No more than 13 shifts to be worked in any 14-day period
- No more than 12 hours to be planned to be worked in any one shift. In the event of a problem on the shift, any extensions to the 12 hours must be covered by a fatigue risk assessment
- No more than 72 hours to be worked in any one week
- A minimum rest period of 12 hours must be taken between each shift
- No more than 14 hours door to door including travelling time
- Fatigue Score to not exceed 35 during dayshift and 45 during night time hours.

MANAGING DIRECTOR

Steve Hartley



Date:

23/07/2019