



Fatigue Policy (POL 8.0)

Overview

Multi Civil & Rail Services Pty Ltd (MCR) acknowledges the requirements for managing fatigue to reduce the risk of fatigue-related injuries and incidents in the workplace.

Objectives

- ✓ To provide improvement in the safe carrying out *of tasks and associated risk*.
- ✓ To communicate with employees, the need to measure and evaluate their health and fitness.
- ✓ To ensure that employees are aware to not attend for work if they are not fit for duty.
- ✓ Provide management of risks associated with fatigue impairment.
- ✓ Promote confidence and safety within the workplace.
- ✓ Comply with our client's safety management directives and guidelines.
- ✓ To ensure zero fatigue-related incidents occur at work or on the journey to or from work.
- ✓ Ensure adequate opportunity is available for rest before commencing work.
- ✓ Monitor and control working hours and consecutive workdays.
- ✓ Proactively manage fatigue risks through the fatigue management process.
- ✓ Provide training and education in an understanding of fatigue and its effects.
- ✓ Promote a healthy lifestyle, both at work and at home.

Compliance with State Legislation and Regulations

MCR demonstrates its commitment to comply with WHS legislation, Codes of Practice, Standard(s), and Railsafe Network Rules & Procedures.

Policy Statement

To demonstrate our commitment to managing fatigue risks, MCR will:

- Maintain a Safety Management System (SMS) that describes the procedures for managing fatigue risk.
- Maintain fatigue risk management plans.
- Value and support the health and wellbeing of employees and contractors.
- Provide fatigue management awareness training.
- Educate workers on their responsibilities to manage fatigue risk, including awareness of the implications of secondary employment and voluntary work practices.
- Educate workers on their responsibilities to report fatigue-related hazards and incidents.
- Maintain fatigue rostering principles.
- Utilise fatigue management tools to plan and validate rosters.
- Require compliance with relevant legislation.
- Encourage a shared approach to fatigue management.
- Report on objectives, targets and drive continuous improvement of fatigue risk management strategies.
- Identify and manage changes in the operating environment that have the potential to increase fatigue risk.

All management and staff are expected to comply with the spirit of this policy in the context of the organisation in which they work.

A handwritten signature in black ink, appearing to read 'Leigh Twigg'.

Leigh Twigg
General Manager