

Fatigue Management Policy - Rail

This statement sets out the policy of the company in respect of Hours Worked limitations for 'Safety Critical Work' carried out by any employee or subcontractor under our control, in compliance with legislation and applicable rail industry standards.

A copy of the relevant standards and legislative requirements are held by the signatory of the policy statement in the main offices of Weedfree Ltd, should a fuller interpretation be required and forms the basis for the following synopsis.

Weedfree Ltd will take all reasonable measures to ensure that employees are made aware of the contents of this policy and the effect of their continued employment by the company in the event of any breach of this policy. Weedfree Ltd will take all reasonable measures to prevent, so far as is reasonably practicable, any breach of duty placed on any person by this policy by scheduling work patterns and monitoring compliance. If appropriate, this will be done in liaison with the client. Employees of Weedfree Ltd will at all times exercise diligence in monitoring their hours worked, including any other/additional employment working, to ensure overall compliance with the limitations detailed below. The company will not, under any circumstance, roster or plan working hours in excess of those defined within legislation and applicable rail industry standards.

It is a condition of employment with the company that all employees shall comply with the following:

- Shifts not to exceed 12 hours
- No more than 72 hours to be worked in any 7 days period
- Must not work more than 13 shifts in 14 days
- Must not have less than 12-hour rest periods between consecutive shifts.
- Not exceed more than 14 hours 'door-to 'door'

Weedfree Ltd will not accept any deviation from the above conditions unless emergency conditions prevail, in which case a risk assessment will be carried out to ensure the risks associated with the additional working hours, to those rostered, are suitably mitigated to prevent worker(s) becoming unfit for work through excessive fatigue. No other employment working times should impact on the above to either exceed the limitations or compromise the flexibility of the workforce of Weedfree Ltd.

In order to comply with this policy and to maintain the stated and accepted standards of Weedfree Ltd employees should at all times:

- Avoid, wherever possible, other employment working times which could impact on the above to either exceed the limitations or compromise the flexibility of the workforce of the company.
- Notify the signatory of this document should other employment working times impact on the limitations outlined.
- Abide by the fatigue management processes in normal or abnormal conditions, including those set when working under risk-assessed exceedance conditions.
- Refer to the signatory of this document should a more detailed review of the legislation and applicable rail industry standards be required to ensure full understanding and compliance.

The Risk Assessment process for exceeding working hours in an emergency situation must be in compliance with rail industry standards and the ROGS 2006 (Railway & Other Guided Transport Systems) (as amended) regulations and include recorded verbal communication between line management and other associated operators to confirm the details of hours worked to date and proposed hours to be worked in excess of normal limits plus the work to be undertaken and prevailing conditions.

Only if fully satisfied that the additional working requirement is necessary and urgent and that workers on site have no objections especially safety ones then confirmation can be given to extend the working pattern to tight constraints, with safety as the overriding factor, and with the intent to relieve staff that have triggered an exceedance at the earliest opportunity. Records of the Risk Assessment review shall be recorded including who has been involved in the discussion, the times etc. Where an exceedance risk assessment is undertaken and mitigations are applied, the time limits, travel arrangements, accommodation arrangements or other controls become mandatory and these shall be adhered to without deviation. Employees working under a risk-assessed exceedance are required to contact the on-call manager should site conditions or work arrangements change which make the existing mitigations ineffective or no longer be appropriate. A further risk assessment shall then result. Failure to apply the identified mitigations which potentially result in staff putting themselves or others at risk through fatigue will not be tolerated by Weedfree Ltd and may result in disciplinary action.

In order to prevent staff suffering fatigue as a result of excessive driving requirements, Weedfree Ltd will always endeavour to appoint staff who live locally to the work location. Where this is not possible, we will try to limit driving to and from the location of work to 1 hour at each end of the shift.



Richard Stow
Managing Director

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