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FATIGUE POLICY STATEMENT

Erith recognise that the risk from fatigue is significant and are committed to taking all necessary steps to control the associated risk so far as is reasonably practicable. Erith acknowledges that people are its most valued resource, and their health and wellbeing is essential to effective work performance. This policy is declaration of the Boards' intent to ensure that fatigue is neither caused nor exacerbated by work and to adopt a proactive approach.

The key threshold levels below have been set and will be used when planning and resourcing work activities:

- Employees will work a maximum working shift of 10 hours, which will mean a maximum 'door to door' of 12 hours (12 hours including travelling time). Where necessary accommodation will be provided and planned for at the planning stage. Only in exceptional cases, e.g., emergency works and work overruns, will any employee or contractor be expected to work 12 hours per shift. In these circumstances, authorisation by the Operations Director will be required to ensure a suitable risk assessment has been undertaken to identify additional monitoring and controls.
- Where the maximum working shift has been authorised to exceed the normal, it will not be allowed to exceed the 14 hours 'door to door' rule.
- No employee or contractor will be expected to return to work on their next shift without a satisfactory rest and recuperation period of at least 12 hours.
- No employee or contractor will be expected to work more than 60 hours per week on a regular basis.
- No employee or contractor will be expected to work more than 13 days consecutively.

Shift patterns will be designed and managed at the planning stage of works to limit the effects of fatigue.

The HSE Fatigue Risk Index (FRI) calculator will be used to assist and validate arrangements and to monitor the results of actual shift patterns, where working shifts exceed 10 working hours.

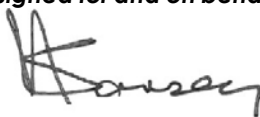
We also recognise the following standards to fully implement our fatigue policy, these include:

- Network Rail Company Standards NR/L2/ERG/003 - Control of Excessive Working Hours for Persons Undertaking Safety Critical Work (current Issue).
- NR/L2/OHS/003 Fatigue Risk Management (when fully implemented Oct 2022) and
- NR/GN/INI/001 (current issue) - Guidance on the Management of Door-to-Door Work & Travel Time and LUL standard S1548 Safety Critical Work.

This policy will be reviewed annually to monitor its effectiveness and to ensure that it remains relevant and appropriate to the organisation.

This statement is to be read in conjunction with the responsibilities, arrangements, procedures, and guidance that together form the health, safety, and wellbeing system for Erith.

Signed for and on behalf of the Executive Board:



Steven Darsey
Company Chairman
25/09/2022