

# FATIGUE MANAGEMENT POLICY STATEMENT



**Kebro Construction Ltd** is committed to ensuring a safe and healthy work environment and promoting Fatigue Management. We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, subcontractors, and all those effected by our works.

Kebro construction ltd will take all measures as far as is reasonably practicable to ensure that all safety critical workers and subcontractors are aware of and adhere to the guidelines for hours of work and managing fatigue.

In an endeavour to reduce possible risks associated with fatigue and fitness for work, our Safety Management System shall ensure:

- All employees and subcontractors are in a fit state for work when presenting for duty/shift.
- Employees/subcontractors shall except the requirements as detailed in the Employee Maximum Working Hours guideline.
- All Employees/subcontractors shall take responsibility for Fatigue management.
- Employees shall advise their immediate Supervisor / Manager as soon as possible if they are unable to report for duty on that day or should they have any issues in regard to Fatigue management or fitness for work that may affect their ability to work safely.
- All employees and subcontractors must have minimum of twelve hours rest between booking off from a period of duty/shift to booking on for the next period of duty/shift.

Measurement of the effectiveness of these processes and procedures will be carried out via continuous monitoring. Should this monitoring process reveal a departure from the procedures then the appropriate action will be taken.

Kebro Construction Ltd will implement the Hours of Work policy in the following way:

- By briefing the policy to all employees and subcontractors during induction.
- By keeping weekly master records of all hours/shifts worked.
- By an appointed person carrying out a weekly review of all master duty records.

Employees and subcontractors, at the request of the company or client may be required to work more than an average of 48hrs per week. Under the Working Time regulations1998 this requests their agreement to opt out of the 48-hour limit. The individuals concerned will be requested to sign an hour of working declaration, confirming agreement to work in excess of 48 hours when requested to do so.

This policy will be communicated to all staff and subcontractors and reviewed annually for effectiveness.

A handwritten signature in black ink, appearing to read 'J. Brown', is written over a horizontal line.

Company Director

Completed with the assistance of:	HSE Advisor Ltd HEALTH, SAFETY & ENVIRONMENTAL SERVICES	Revision number	FMP/003
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