

Policy Statement

Western Work Force is committed to providing and maintaining a working environment that is safe for all employees, clients, contractors and others. Managing and minimising employee fatigue at work is considered a major factor in achieving this goal. The intention is to promote a “fit for work” culture where all employees recognise the health and safety risks of fatigue.

Definitions

Fatigue is a subjective experience that results from a lack of sufficient restorative sleep and/or quality sleep. Signs and symptoms of fatigue include: excessive yawning, chronic tiredness or sleepiness, headache, dizziness, sore or aching muscles, muscle weakness, slowed reflexes and responses, impaired decision making and judgement, moodiness and irritability.

- Work Related Fatigue: may be induced by the work environment, the work tasks or sleep patterns.
- Non-Work-Related Fatigue: may result from non-work activities and lifestyle.

Responsibilities

Each Western Work Force employee is responsible for ensuring that they recognise signs of fatigue and the impact on themselves and others and report immediately to their supervisor or manager when fatigue and lack of sleep are impacting on their individual wellbeing and workplace safety.

Western Work Force employees are responsible for utilising breaks provided within and between shifts to rest and recuperate. Employees must also understand the implications of voluntarily seeking additional work, including secondary employment that might have the potential to increase risks to themselves and others while at work and outside of the workplace.

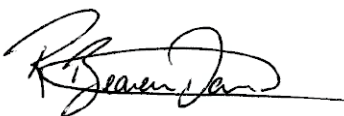
Objectives

- Ensure adequate opportunity is available for employees and visitors sufficient rest before commencing work, through appropriate working time arrangement.
- Monitor and control shift allocation, including rostered working hours to ensure there is not excessive periods of wakefulness.
- Provide training and education for employees, to foster a common understanding of fatigue management, through induction processes and newsletters.
- Develop a work cycle register which measures, and controls shift management which incorporates fatigue management (employee to work no more than 12 consecutive shifts) without receiving a minimum amount of rest between shifts (12 hours).
- Develop a culture of shared responsibility for fatigue management.
- Promote healthy lifestyle both at work and at home.
- Conduct regular checks to ensure that the elements of this policy are effectively implemented.

Compliance with Client Policies and Procedures

All Western Work Force employees are required to comply with all applicable client or host organisation Health and Safety Policies and Procedures, including Fatigue Management Policies, when working for client organisations.

Through commitment to our Fatigue Management Policy, Western Work Force will continue to strive towards its goal of providing a safe and health workplace for all employees and visitors.



Ryan Beaven-Davis
Divisional Manager