



Spotlight on...
worker fatigue

**CONSIDERATE
CONSTRUCTORS
SCHEME**

Case Study: Farrans

Managing Fatigue and Working Hours

Farrans comprises of two primary divisions, building and civil engineering, and undertakes such works throughout the UK and Republic of Ireland. Central to our operations is a commitment to health and safety. We believe no activity is so important that we cannot take the time to do it safely and without affecting health and wellbeing. Our employees are our most valuable asset and the provision of a safe and healthy environment is integral to successful business performance.

We accept our responsibility to protect the health, safety and wellbeing of our employees and promote a positive health and safety culture, promoted by consultation and involvement of employees in managing risks. We ensure that health and safety hazards are assessed and removed where reasonably practicable. Where risks remain, management arrangements are in place to enable the work to be planned, communicated and carried out safely.

WORKING HOURS AND FATIGUE POLICY

We are committed to reducing health and safety risks associated with working patterns, shift work and excessive working hours. We are also committed to complying with The Railways and Other Guided Transport Systems (Safety) Regulations (2006), The Network Rail Standard NR/L2/OHS/2003 Fatigue Risk Management and The London Underground Standard S1448 Safety Critical Work.

Our policy and arrangements apply to all employees undertaking work on railway managed infrastructure. These arrangements are communicated to these employees as part of the company induction. We will maintain such arrangements to ensure, so far as reasonably practicable, that all employees do not carry out work in circumstances where they are fatigued or liable to become fatigued, meaning that their health and safety, or that of others, could be significantly affected. The arrangements will be reviewed where there is reasonable doubt as to their effectiveness.

Rosters and working patterns are developed in accordance with the working time limits defined within the railway standards and other good practices to minimise the risk of fatigue. Rosters shall be risk assessed using the Fatigue Risk Index prior to implementation to evaluate the risk of fatigue.

It is our policy that employees working for Network Rail managed infrastructure should work:

- **No more than 12 hours per period of work.**
- **No more than 72 hours in any seven day period.**
- **A minimum of 12 hours rest between booking off from a period of work to booking on for the next period of work.**

It is also our policy that our employees working for London Underground managed infrastructure should:

- **Work no more than 12 hours per shift.**
- **Have at least 11 hours rest between each shift.**
- **As determined by London Underground or Farrans, employees must have either of the following rest periods:**
 - a) Six consecutive days followed by a rest period of no less than 24 hours.**
 - b) 12 consecutive days followed by two consecutive rest days, each of which is no less than 24 hours.**
 - c) Within any 14 day period, two rest periods, each of which is no less than 24 hours.**

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Such restrictions form part of a set of fatigue management arrangements in conjunction with other measures such as a risk assessment of base rosters and of actual hours worked.

Exceedances to these restrictions shall only be allowed in exceptional circumstances and on an infrequent basis to avoid or reduce:

- **Risks to the health and safety of people.**
- **Significant disruption to services if alternative steps are not reasonably practicable.**

Such exceptional circumstances include:

- **Extreme weather.**
- **Equipment failure.**
- **Accident or another serious incident.**
- **Unforeseeable staff shortages which could cause significant operational disruption. s to the health and safety of people.**
- **Significant disruption to services if alternative steps are not reasonably practicable.**

A risk assessment must be completed before any exceedance takes place. The risk assessment must identify the hazards associated with fatigue and record the control measures to be implemented.

Arrangements will be maintained for the monitoring and reporting of fatigue, working hours and exceedances to assess how effectively we are controlling the risks posed by fatigue. Our aim is to minimise the occurrence of exceedances and to act when there is reason to believe an employee is unfit to work due to fatigue.