

053. FATIGUE AT WORK POLICY

1. All staff are required to disclose suspicions they may suffer from the condition of sleep apnoea or from sleep disturbance.
2. The sites on which we work involving the use of plant and equipment are potentially hazardous, and hazards are magnified by fatigue.
3. Staff must be aware of the development of symptoms of drowsiness which may affect alertness and pose risks to themselves and others.
4. It is the responsibility of staff to ensure that they arrive at work sufficiently refreshed to undertake the day's work without posing any risk to themselves or others.
5. Rest breaks must be utilised for the purposes of rest only.
6. Overtime working must be declined if it is considered that fatigue or tiredness will affect levels of alertness.
7. If health and Safety is put at risk by staff continuing to work whilst suffering from such levels of fatigue or tiredness as to affect alertness, disciplinary action will be taken. Disregard of Health and Safety is considered to constitute gross misconduct.
8. Normal working hours are start 7.30am, finish 5.00pm, 9 hours per day.
9. Maximum working hours is 12 hours per shift.
10. Maximum working days is 12 in any 14 day period.
11. Any works extending above the period detailed need to be evaluated and a suitable Risk Assessment carried out. This needs to be approved by BHC Senior management.

Signed: P.A. Blake (Managing Director)



Date: 6th January 2025

Review Date: January 2027

