



FATIGUE MANAGEMENT POLICY

This policy encompasses all MCS Civil NSW projects. This policy also applies to projects involving MCS Civil which are being carried-out under a joint venture arrangement, where no other policy of this type exists.

Where applicable, MCS Civil will also comply with the requirements of a client, principal contractor or joint venture partner's fatigue management/fitness for work program and/or policies.

Fatigue

Fatigue is more than feeling tired and drowsy. In a work context, fatigue is a state of mental and/or physical exhaustion which reduces a person's ability to perform work safely and effectively.

It can occur because of prolonged mental or physical activity, sleep loss and/or disruption of the internal body clock.

Fatigue can be caused by factors which may be work related, non-work related or a combination of both and can accumulate over time.

Fatigue can adversely affect safety at the workplace. Fatigue reduces alertness which may lead to errors and an increase in incidents and injuries.

The longer term health effects of fatigue can include:

- heart disease, diabetes, high blood pressure, gastrointestinal disorders, lower fertility, anxiety and depression.

Objective

This policy is part of MCS Civil NSW commitment to ensure the health and safety of workers and to prevent and manage risk associated with fatigue regardless of whether workers complete work onsite or offsite.

Managing Fatigue

It is MCS Civil policy that all workers at MCS Civil workplaces have at least a 10-hour uninterrupted break between periods of normal allocated work. MCS Civil manages the risks associated with fatigue by following a systematic process which involves:

- identifying the factors which may cause fatigue in the workplace
- providing information and training to workers about the factors that can contribute to fatigue and the risks associated with it
- if necessary, assessing the risks of injury from fatigue
- Consulting, co-operating and co-ordinating activities with other duty holders
- controlling risks by implementing the most effective control measures reasonably practicable in the circumstances,
- reviewing control measures to ensure they are working as planned

Consulting workers at each step of the risk management process encourages everyone to work together to identify fatigue risk factors and implement effective control measures. Consultation also helps to raise awareness about the risks of fatigue.