

	Document Title	Fatigue Management Policy Statement		Prepared by	Sue Alsop	Date	12.01.2023
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DXB Pump & Power Limited is fully committed to maintaining a working environment that is safe for all employees. Managing and minimising employee fatigue at work is considered a major factor in achieving this goal. We promote a “fit for work” culture where all employees recognise the health and safety risks of fatigue.

Signs and symptoms of fatigue are - excessive yawning, chronic tiredness or sleepiness, headache, dizziness, sore or aching muscles, muscle weakness, slowed reflexes and responses, impaired decision making and judgement, moodiness, irritability, lack of attention, underestimation of risk, reduced coordination etc.

Fatigue can be caused by many factors within the working environment – ventilation. Lighting, temperatures, job design and the number of hours worked.

Fatigue can lead to errors and accidents, ill-health and injury, and reduced productivity.

To manage fatigue and achieve a safe healthy working environment DXB Pump & Power Limited:

- Implement a positive Fatigue Management Procedure to manage and decrease the risks of the workforce becoming fatigued leading to human error. Fatigue is treated the same as any other hazard.
- Ensure fatigue risk management controls are considered at individual, job and organisational levels.
- Ensure fatigue related matters are communicated to all staff.
- Work collaboratively with all staff to ensure sufficient resources are available to support fatigue risk management on an ongoing basis. Issues are formally raised at senior management meetings for discussion and resolution.
- Continually review current fatigue controls for continued organisational effectiveness. Occasional, longer working hours may be completed in relation to work demand, but these are to be followed by time for rest and recovery.
- Collect working hour’s data when reporting mistakes, adverse events and concerns which could have a fatigue element.
- Implement training and buy in from all staff on fatigue issues increasing employee motivation, boosting productivity, lowering health costs, and absenteeism.
- Promote healthy lifestyles both at work and at home.

Employees are responsible for, and encouraged to honestly share, any fatigue issues with Senior Management.

The Fatigue Management Policy is part of the DXB Pump & Power Limited HSEQ Induction. Through the commitment of everyone following this Policy we will strive towards a goal of providing a safe and healthy workplace for all employees and visitors.

This Policy is reviewed annually, when circumstances indicate a change is needed or when legislation is introduced that necessitates change.

Signed..... *M. Cl*

Date..... *12.01.2023*