

	Document Title	Fatigue Management Policy Statement			Prepared by	Sue Alsop	Date	08.01.2025
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DXB Pump & Power recognises the risks associated with fatigue and its potential impact on employee well-being. DXB Pump & Power is committed to minimising the risks associated with fatigue through proactive management and continuous improvement of systems, processes, and behaviours that promote a safe and healthy work environment.

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:

- We conduct regular risk assessments to identify roles, tasks, or work conditions that may contribute to fatigue. (Fatigue is treated the same as any other hazard).
- Work is scheduled to promote adequate rest periods, reasonable work hours, and sufficient breaks to minimize the risk of fatigue-related incidents.
- DXB Pump & Power works 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 and are continually reviewed.
- Occasional, longer working hours may be completed in relation to work demand, but these are to be followed by time for rest and recovery.
- Working hour's data is considered when reporting mistakes, adverse events and concerns which could have a fatigue element.
- Flexible working arrangements are available for staff which help to boost employee motivation, productivity, lowering health costs, and absenteeism to promote healthy lifestyles both at work and at home.
- Employees are encouraged to recognise and report fatigue-related concerns to Senior Management.

This Fatigue Management Policy is part of the DXB Pump & Power's HSEQ Induction. Through this proactive approach and the commitment of everyone, DXB Pump & Power strives 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.

Simon Ruffles, Managing Director
08.01.2024