



Managing Fatigue Policy

The Michael Lonsdale Group inclusive of (Michael J Lonsdale Limited, Michael J Lonsdale (Electrical) Limited and E7 Building Services Limited) acknowledge that Fatigue has been acknowledged as a possible causal factor in incidents and accidents. It may result in individuals exhibiting reduced vigilance and alertness, increased errors, compromised decision making, and a general decline in mood and motivation. The following factors all have a potential to adversely affect an individual's status of fatigue:

- the workload and the working environment;
- irregular shift patterns;
- control of overtime;
- on-call working;
- recovery time during periods of duty (breaks); and
- traveling times and distances

In saying this, we also recognize our responsibilities under Railways and Other Guided Transport Systems (Safety) Regulations 2006 (as amended), Railway Group Standard GO/RT4004 Changes in working hours, Safety Critical Work and Network Rail Company Standards, Safety and NR/L2/OHS/003 - Fatigue Risk Management.

Limits on working hours – Network Rail (*these must not be exceeded unless the circumstances are exceptional and authorized*)

Exceedance trigger conditions that are the foundation of the exceedance management process.

These include;

- a person exceeds 60 hours of working in a rolling seven-day period. This shall be classed as a level 1 exceedance;
- a person exceeds 72 hours of working in a rolling seven-day period. This shall be classed as a level 2 exceedance;
- a person receives less than 12 hours break between booking off from their shift / period of duty and booking on for their next shift / period of duty;
- a person works more than 12 hours in one shift or period of duty;
- a person works more than 13 consecutive turns of duty in fourteen rolling days;
- a person works when they are expected to exceed a Fatigue Risk Index (FRI) fatigue score of 35 during daytime or 45 during nighttime hours;
- a person works when they are expected to exceed a FRI risk score of 1.6 during daytime and night time working;
- a person exceeds 14 hours door to door.





For Transport for London:-

- The longest shift in any roster shall be 12 hours.
- The minimum amount of rest between any two shifts shall be 11 hours.
- Suppliers shall comply with the Working Time Regulations and any subsequent
- amendments. As determined by the Supplier, the consecutive days that may be worked before a rest period when working on, over or adjacent to the railway shall be either:
 - i. six consecutive days, followed by a rest period of not less than 24 hours
 - ii. 12 consecutive days, followed by two consecutive rest days, each of which is not less than 24 hours
 - iii. Within any 14 day period, two rest periods, each of which is not less than 24 hours.

In calculating the numbers of hours worked by personnel, the Supplier shall take fully into account those hours worked for any other Supplier.

Name **Gary Herbert**

Signed

For and on behalf of the
Michael J Lonsdale Group Board of
Directors
(Michael J Lonsdale Limited/ Michael J
Lonsdale (Electrical) Limited
E7 Building Services Limited

Position **Managing Director**

Date **20th January 2020**

