

Aim

Global Mill Relines (GMR) is committed to its duty of care to provide a work environment that is safe for employees, and the public by establishing a proactive approach to the identification and management of employee fatigue.

Background

When managing employees affected by fatigue GMR will apply relevant legislation, regulations, and policies in a professional manner with due regard to the organisational requirements and the individual circumstances of affected employees.

When managing employees affected by fatigue, GMR will comply with the:

- Occupational Safety and Health Act 1984
- Occupational Safety and Health Regulations 1996

Risk

Fatigue can occur because of various factors, both work-related, and non-work related which can accumulate over time, and when not managed effectively, can lead to incidents and injuries in the workplace. If this policy is not complied with, the organisation and its accountable officers could be exposed to the industrial and reputational risk of not appropriately managing affected employees.

Definitions

Fatigue It is a state of mental and/or physical exhaustion that impacts the ability of individuals to work safely.

Principles

Managers, supervisors, and employees are required to proactively identify opportunities to prevent fatigue, where this is not possible, to then effectively manage fatigue related risks to staff health. All fatigue related risks are to be identified, assessed, and controlled in accordance with the Occupational Safety and Health (OSH) legislation.

- Make sure each employee is aware of the GMR Fitness for Work Procedure when an employee is inducted into the business and when the procedure has been reviewed and updated, by having the procedure available to all employees.
- Provide employees with specific training in managing fatigue, particularly in the areas of high risk such as mobile equipment, substance abuse and medication.
- Provide training to supervisors in how to identify fatigue in their work teams so they can better manage jobs and provide a safe workplace to employees.
- Provide drivers with information on fatigue and encourage them to take regular breaks when they are travelling to and from site locations.
- Aim to keep workplace shifts no longer than 14hrs in duration and ensure that if 'critical work is required and an employee is asked to exceed the 14hr timeframe', a risk assessment will be undertaken on the duties to be carried out and authorisation by the site supervisor and authorised client delegate will be required prior to any work been taken after this timeframe.



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