

Fatigue Management Policy

Fatigue and Shift work

SOLAR MECHANICAL SEVICES will provide a fatigue management framework designed to ensure employees fitness for work. This framework will provide adequate opportunity for recovery and sleep between shifts, to ensure an employee's health is not affected by fatigue.

Managing Fatigue

With the objectives of SOLAR MECHANICAL SEVICES other relevant policies in mind, SOLAR MECHANICAL SEVICES will use appropriate risk assessment tools (including fatigue monitoring and employee management education and training programs) to measure, mitigate and monitor the risks associated with fatigue. In addition, mitigation strategies will be reviewed and audited to ensure compliance with Workplace Health and Safety requirements.

Fatigue Management Framework

The Fatigue Management framework will be designed to provide

- input from employee representatives and independent professionals.
- strategic management of risks associated with shift work.
- both employer and employee responsibilities to ensure legal and WH&S compliance.
- objective assessment of planned and actual rosters to identify and manage
- work-related fatigue issues, a risk management approach based on
- International Standard ISO 31000:2009.
- an auditable system to monitor planned and actual rosters to ensure employee fatigue does not give rise to an unacceptable risk.
- induction, training, and education designed to assist managers, employees, and their families, in addressing shift work and fatigue related issues.

Responsibility

Both SOLAR MECHANICAL SEVICES and its employees have a shared responsibility to avoid fatigue related performance impairment:

- SOLAR MECHANICAL SEVICES will ensure that, in the context of the performance required, employee rosters allow adequate breaks for recovery
- between shifts as per part 5 of the Building & Construction Award.
- A minimum of 1 day off per week or 7 days when working 21-7 roster. Individuals have a duty of care to ensure adequate sleep is obtained between shifts and out of hours activities do not cause fatigue or impair performance. When this is not the case, employees have a further responsibility to report the matter to their supervisor/manager
- At no time should an employee put themselves or others at risk

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