



## Fatigue Management Policy

Workplace Health and Safety Legislation imposes obligations on people at workplaces to ensure workplace health and safety. When managing fatigue, workplace health and safety is ensured when persons are free from the risk of death, injury and illness created by fatigue.

Relevant obligation holders under the Act include:

- Employers
- Sub-contractors or self-employed persons
- Employees / workers.

Legislation requires Employers to ensure their own health and safety, the safety of other persons (such as members of the public) and their workforce (including sub-contractors) in the conduct of their business.

The Murrina Group understand that it is an OH&S requirement to manage work related fatigue amongst employees and sub-contractors and accept that there is an obligation to protect employees and sub-contractors who perform a work activity for the purposes of the business; from the adverse effects of fatigue.

Employees and sub-contractor have obligations such as;

- not to wilfully place at risk the workplace health and safety of any person at the workplace
- not to wilfully injure himself or herself.

This means that employees and sub-contractors must ensure that their personal behaviour outside of work does not contribute to workplace fatigue.

The Murrina Group are responsible for using a risk management approach to manage fatigue. It is the responsibility of employees and sub-contractors to ensure that they make appropriate use of their rest days and are fit for duty on rostered shifts.

The Murrina Group will use the following process to manage fatigue at a work-site.

Fatigue within the workplace is managed through using the following five basic steps in the risk management approach.

1. identifying hazards
2. assessing risks that may result because of these hazards
3. deciding on control measures to prevent or minimise the level of risks
4. implementing control measures
5. monitoring and reviewing the effectiveness of control measures.

Factors considered when managing fatigue will include;

- Roster design
- Commuting to and from the job
- Sleep inertia
- Breaks between shifts
- Occupational exposure levels
- Manual tasks

General Manager / The Murrina Group

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