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HEALTH AND SAFETY

Fatigue Policy

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2.0	Minor wording changes.

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Learning Legacy Document

1 Purpose

To create a work environment which minimises the impact of fatigue on staff and contractors, thus preventing fatigue being a contributory factor to accidents or ill health.

2 Principles

The Crossrail project operates 24 hours a day and it is recognised by senior management that fatigue can create human performance risks. This can be both a direct and indirect cause of accidents and ill health. In order for Crossrail to achieve our Target Zero aspirations, fatigue will be pro-actively managed to minimise the risk of fatigue related incidents. Furthermore, Crossrail will consider the diversity of our workforce and the potential impacts this may have on fatigue risk.

To implement effective fatigue management arrangements, Crossrail shall:

- Provide senior management commitment to the management of fatigue and foster a culture in which staff and managers feel encouraged and able to discuss and progress fatigue issues.
- Recognise that fatigue risk management is not a one off activity and requires on-going commitment and resources throughout the life of the project.
- Put in place effective arrangements to identify and assess fatigue risk, considering the workforce demographic, working hours and shift patterns in order to ensure that subsequent controls can be effectively implemented and reviewed as necessary.
- In addition to the length and time of shift and working hours, recognise the impact staff resources, commuting, workload, and type of work, (repetitive, monotonous or strenuous) have on fatigue and consider these as appropriate when assessing fatigue risk.
- Ensure that fatigue can be identified and categorised when conducting immediate and root cause analysis following incidents.

Crossrail also recognises the role of individual employees in reducing the impact of fatigue and shall:

- Provide related training and information to employees so that they are clear on their duties and the expectations placed on them and so that they can make informed lifestyle choices to manage personal fatigue risk.
- Encourage employees to raise and discuss concerns or issues with regards to fatigue risk.
- Consult with employees on the management of fatigue risk in a method that they are able to understand.

3 Applicability, Implementation & Resources

This policy applies to all aspects of the Crossrail Programme. Implementation within Crossrail being through the Crossrail Management System while implementation by suppliers and industry partners is achieved through contracts and agreements developed by Crossrail in accordance with the Management System.

Crossrail will ensure the availability of resources needed to implement this policy and ensure that it remains effective and relevant through regular reviews and updates.

4 Reference Documents

Ref:	Document Title	Document Number:
1.	HSE's Fatigue and Risk index	
2.	HSE's Fatigue User Guidance/Calculator	
3.	Fatigue Plan	CRL1-XRL-Z7-STP-CR001-50005
4.	Occupational Health Standard	CR-XRL-Z7-GPR-CR001-00012
5.	HSE Working Time Regulations Guidance	
6.	WORKS INFORMATION Volume 2B – General Requirements	CRL1-XRL-V3-XWI-CR001-50035

5 Standard Forms / Templates

Ref:	Document Title	Document Number:
A.	None	
B.		