

Fatigue Management Policy

General Policy Objectives

CAD Group is an Electrical, Mechanical and Process Engineering Company specialising in servicing the resource sectors of Australia.

CAD Group will provide a fatigue management framework designed to ensure that employees are fit for duty at all times. This framework will provide adequate opportunity for recovery sleep between shifts to ensure an employee's performance is not impaired by fatigue.

Strategies of success

Managing Fatigue Risks

With the objectives of CAD Group policies in mind, CAD Group will use appropriate risk assessment tools to measure, mitigate and monitor the risks associated with fatigue.

In addition, mitigation strategies will be reviewed and audited to ensure compliance with Occupational Health and Safety requirements.

Fatigue Management Framework

Will be designed to provide:

- Input from employee representatives and independent professionals;
- Appropriate management of risks associated with shift work;
- Both employer and employee responsibilities to ensure legal and OH&S compliance;
- Objective assessment of planned and actual rosters to identify and manage work-related fatigue issues, using fatigue procedures and a risk management approach based on Australian Standard AS4360;
- An auditable system to monitor planned and actual rosters to ensure employee fatigue does not give rise to an unacceptable risk;

Responsibility

- CAD Group and its staff, employees, contractors, visitors and others have a shared responsibility to avoid fatigue related performance impairment:
- CAD Group will ensure that, in the context of the performance required, employee rosters allow adequate breaks for recovery between shifts.
- 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 a staff member, employee, contractor, visitor and others put themselves or others at risk.

Application

CAD Group will implement, review and maintain these systems, inclusive of standards, policies and procedures. These standards will be monitored regularly to ensure their integrity and effectiveness

This policy applies to all staff, employees and contractors whilst employed by CAD Group Pty Ltd.

Authorised by;



Chuck Powell
Managing Director
CAD Group Pty Ltd

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