

CONTROL OF FATIGUE



This policy supplements the health & safety policy statement.

Any employee must not commence or continue work if he or she is fatigued to such an extent that their condition may prejudice his or her safety, or the safety of others.

Managers will not plan work arrangements for personnel who are fatigued or are likely to become fatigued during the work period. Managers and supervisors are authorised to prevent any employee from commencing work or continuing to work if they believe the person is fatigued.

To contribute to improved safety performance through the control of fatigue limitations on hours worked will be applied.

Walker Construction (UK) Limited is committed to enforcing an effective Control of Fatigue Policy (Hours of Work) in accordance with the requirements of Railways and Other Guided Transport Systems (Safety) Regulations 2006, Network Rail Standards NR/L2/OHS/003 – Fatigue Risk Management and its associated modules - (current Issues) and Guidance on the Management of Door-to-Door Work & Travel Time - NR/GN/INI/001 (current issue).

We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, sub-contractors, and all those affected by our works.

An exceedance trigger shall be declared by Walker Construction when any of these conditions are or might be reached:

- a person exceeds 60 hours of working in a rolling seven-day period. This shall be classed as a level 1 exceedance;
- a person exceeds 72 hours of working in a rolling seven-day period. This shall be classed as a level 2 exceedance;
- a person receives less than 12 hours break between booking off from their shift / period of duty and booking on for their next shift / period of duty;
- a person works more than 12 hours in one shift or period of duty;
- a person works more than 13 consecutive turns of duty in 14 rolling days;
- a person works when they are expected to exceed a Fatigue Risk Index (FRI) fatigue score of 35 during daytime or 45 during night-time hours;
- a person works when they are expected to exceed an FRI risk score of 1.6 (regardless of daytime or night-time working);
- a person exceeds 14 hours door to door.

If working for Transport for London or on the London Underground

- The longest shift will be 12 hours.
- The minimum rest between shifts will be 11 hours.
- The maximum days that can be worked between rest periods are:-
 - 6 consecutive days followed by a rest period of not less than 24 hours.
 - 12 consecutive days followed by two consecutive rest periods each of not less than 24 hours.
 - Within any 14-day period, two rest periods each of not less than 24 hours.

Revision 1.06	Form No/title: Control of Fatigue Policy	Page 1 of 2
Last Review Date: 18.09.2025	Next Review Date: 31.10.2026	MAIN POLICY

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Exceptions:

Walker Traffic Management employees will have a minimum rest period of 11 hours between shifts.

Calculating the total hours and shifts worked must include the hours worked for another supplier and on all infrastructures.

Travelling time will be limited to a maximum of one hour to and one hour from the work site where shifts are of 12-hour duration. Where travelling exceeds this the working hours will be adjusted accordingly.

Recording and monitoring will take place weekly using the working hour's data. In instances where the above has been exceeded the Site / Project Manager will firstly complete both a R13 Excess Working and a HSE 58 Observation record and fatigue

assessment forms to ensure that identified employees who have exceeded the working hours are fit for current duties. All forms to be returned to Human Resources and the Health & Safety Manager.

In respect of Rail works all work on the rail infrastructure will be in accordance with Group Network Rail and Network Rail (HS1) Limited standards.

In respect of Rail works working hours will be monitored in accordance with Network Rail Company Standards NR/GN/INI/001 - Guidance on the Management of Door-to-Door Work & Travel Time, NR/L2/OHS/003 Fatigue Risk Management and LUL standard S1548 Safety Critical Work.

Exceedance of these hours in emergency situations shall only be permitted once the risk of fatigue has been assessed and an acceptable outcome achieved.

The implementation of this policy is the responsibility of the Managing Director, assisted by the Health & Safety Manager and other members of his management team.

This policy will be reviewed and evaluated annually unless there are changes in legislation when it will be reviewed and updated in accordance with those changes.

Signed:

Signature Protected!

..... Dated: 18th September 2025

Phil Webb
Managing Director

This policy has also been produced as a separate document and is on the Company Website at www.walker-construction.co.uk

Revision 1.06	Form No/title: Control of Fatigue Policy	Page 2 of 2
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