

FATIGUE MANAGEMENT POLICY

Pickwick 1A will provide a fatigue management framework to ensure that employees are always fit for duty. This framework will provide adequate opportunity for recovery sleep between shifts to ensure an employee's performance is not impaired by fatigue.

Pickwick 1A will use appropriate risk assessment tools (including employee/management education and training programs) to measure, mitigate and monitor the risks associated with fatigue. In addition, mitigation strategies will be reviewed to ensure compliance with WHS requirements.

The Fatigue Management Framework will be designed to provide:

- Input from employees and independent professionals
- Appropriate management of:
 - i. Risks associated with shiftwork
 - ii. Both employer and employee responsibilities to ensure legal and WHS compliance
- Objective assessment of planned and actual rosters to identify and manage work-related fatigue issues
- 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 shiftwork and fatigue related issues

Both Pickwick 1A and its employees have a shared responsibility to avoid fatigue related performance impairment. Pickwick 1A 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 an employee put themselves or others at risk.

Leanne Phillips

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Pickwick 1A Facilities Services Pty Ltd
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