

Persal & Company Fatigue Management Policy

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Our Vision

<p>One hundred percent compliance with legislator guidelines, client contract requirements and Persal Fatigue requirements and duties of care</p> <p>Zero <i>Harm resulting from fatigue related issues</i></p>	<p>Our vision is to take all reasonable steps to:</p> <ol style="list-style-type: none"> a. Achieve zero harm from fatigue related safety and health issues and incidents through effective management and leadership by example and worker participation and support with all duty of care obligations discharged through compliance with all requirements, instructions and procedures; b. Assure our legislators, clients and ourselves that Persals management, supervision and workers will take all reasonable steps to manage and control fatigue related safety and health hazards and risk to an acceptable level with the unequivocal provision that work will be stopped if through effective monitoring the controlled retained residual risk consequence severity is found to rise to an unacceptable level; c. Use a framework of Fatigue Management policy setting, planning, implementation, measurement and evaluation, change management, review and improvement; <p>At Persals we believe that one fatigue related incident is one incident too many</p>
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Our Principles

<p>Zero <i>Mindset</i></p> <p>Every fatigue management noncompliance, near miss, injury or damage is preventable and all reasonable steps will be taken to prevent all safety and health fatigue related issues and incidents.</p>	<p>No <i>Repeats</i></p> <p>Every fatigue related safety and health incident will be reported and investigated with all reasonable steps taken to learn from incidents in order to prevent a reoccurrence through counselling, re-training and Persals progressive discipline system.</p>	<p>Simple <i>Non-negotiable standards</i></p> <p>Readily accessed and easily understood safety and health guidelines and work instructions for driving and working related fatigue impacts and issues will be consistently applied throughout all Persal operations.</p>
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Our Commitment

<p>Persal and Company will:</p> <ol style="list-style-type: none"> a. Place upon Persals management, supervision and workers a culture of a shared responsibility and accountability for the achievement of our above Fatigue Management vision and principles with particular attention for all Persal employees, contractors and visitors to have a responsibility that they present for work in a fit and healthy state; b. Develop a risk assessed fatigue management work instruction whereby fatigue hazards are identified, risks assessed and appropriate controls developed so that fatigue risk consequence severity is reduced to and kept at an acceptable level; c. Ensure adequate opportunity is available for employees to obtain sufficient rest before commencing work including driving; d. Monitor and control working (including driving) hours including overtime to provide working time arrangements that do not require excessive periods of wakefulness; e. Identify, develop and implement control strategies to address fatigue related risks within each workplace including driving; f. Provide appropriate employee assistance program of training, education and a progressive disciplinary process for key stakeholders including employees, families and community members to foster a better understanding of fatigue management; g. Conduct reviews of fatigue related policy, planning, execution, measurement and evaluation, management of change and improvement for prevention and reoccurrence; h. Conduct an audit process to ensure that all elements of fatigue management policy, planning, execution, measurement and evaluation, management of change, review and improvement are effectively implemented; i. Ensure all contractors working on Persal construction sites develop complying fatigue management plans for their employees; j. Ensure where employees present for work in a not fit and healthy for work state risks are identified and appropriate controls are implemented; k. Allocate appropriate resources to support and implement this policy;
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This Policy will be reviewed at appropriate intervals when necessary to keep it current