



POL 14 - FATIGUE RISK MANAGEMENT POLICY

It is the policy of Black Diamond Security (BDS) to observe and control the mandatory requirements in respect of changes to the working hours of people undertaking safety critical work and ensure the management of fatigue, in accordance with The Railways and Other Guided Transport Systems (Safety) Regulations 2006 and associated Network Rail standard requirements NR/L2/OHS/003 Fatigue Risk Management as well as TFL / LUL standards relating to the management of fatigue. Similarly, the company is aware of the content of Network Rail guidance note NR/GN/INI/001 Guidance on the Management of Door-to-Door Work and Travel Time in this regard.

The limits applicable to this standard in relation to works on NRMI are set out as follows:

- No more than 12 hours to be worked per turn of duty.
- Driving to and from the work site should be included in the maximum 12 hours turn of duty. Where this is not possible, the travelling time must not lead to an overall turn of duty more than 14 hours. Where travelling will lead to an exceedance above the 14 hour limit, lodging will be required in all circumstances
- No more than 60 hours to be worked per week (in a rolling seven-day period). This is classed as a level 1 exceedance.
- No more than 72 hours to be worked per week (in a rolling seven-day period). This is classed as a level 2 exceedance.
- To ensure a minimum rest period of 12 hours between booking off from a turn of duty to booking on for the next.
- To ensure that no more than 13 turns of duty is worked in any 14 rolling day period.

The Fatigue Risk Management standard (NR/L2/OHS/003) in correspondence with HSE guidelines also contains a list of fatigue trigger conditions based on the output from the Fatigue Risk Index (FRI) calculator. When someone exceeds a trigger condition, there are specific fatigue risk management actions that need to be taken as detailed in NR/L2/OHS/003. These are the trigger conditions that relate to FRI scores:

- Fatigue index should be no more than 35 for day shifts.
- Fatigue index should be no more than 45 for night shifts.
- Risk index scores should not be above 1.6.

In relation to works on TFL / LUL infrastructure the following limits apply:

- The longest shift in any roster shall be 12 hours.
- The minimum amount of rest between two shifts shall be 11 hours.

As determined by LUL, the consecutive days that may be worked before a rest period is taken shall be either:

- 6 consecutive days, followed by a rest period of not less than 24 hours.
- 12 consecutive days, followed by 2 consecutive rest days, each of which is not less than 24 hours.
- Within any 14 day period, 2 rest days, each of which is not less than 24 hours.

Exceptional circumstances where, owing to adverse weather, equipment failure, accident, or other incident, extended working hour limits set in a working time pattern will be taken into account to reduce the risk to people or significant disruption to services, and where it is not reasonably practicable to make alternative arrangements.

Before any authorisation for the exceedance of working hours / shift limits can be given, a suitable and sufficient risk assessment / fatigue management plan must be completed and / or accepted by a representative of our management.

All exceedances in relation to works on NRMI shall be assessed, controlled, and managed in accordance with standard NR/L2/OHS/003 Module 03 Exceedance Management.

Where the changes relate to safety critical work by people employed by, or under the control of a Principal Contractor engaged by Network Rail or TFL / LUL, the review shall be carried out by a senior representative of the Principal



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Contractor. Where no PC representative is available, the responsibility for assessment / authorisation will fall to a BDS senior manager.

Risk Assessments carried out by the responsible body, must contain the following information, and be communicated to the people affected:

- Show the working time patterns and controls presently in place.
- Show the changes proposed and the related risk assessment of the effects of these changes.
- Show proposed control measures and the reduction in risk they are designed to achieve.
- Show monitoring arrangements.
- Show contingency arrangements in the event of a failure of control measures.
- Show contingency arrangements in the event of a level of risk worse than predicted.
- Show driving hours to and from the work site.
- Consultation with affected people.

Issue	Date Reviewed	Reviewed By	Signature
4	03/11/2023	Wayne Perrin, Managing Director	<i>Wayne Perrin</i>
All Black Diamond Security Policies are reviewed every 12 months.			