


TITLE FATIGUE MANAGEMENT POLICY STATEMENT				
REFERENCE PP Policy 07 Rev 1	PREPARED BY Sue Alsop	APPROVED BY Andrew Golding	DATE ISSUED 27.07.2018	PAGE 1 OF 1

Pioneer Pump is fully committed to managing and mitigating fatigue risks to ensure staff receive enough rest to perform their duties safely. It is a legal duty to manage risks from fatigue, irrespective of any individual's willingness to work extra hours or preference for certain shift patterns for social reasons.

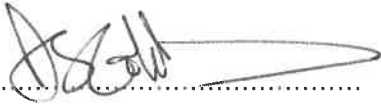
Fatigue results in slower reactions, reduced ability to process information, memory lapses, absent-mindedness, decreased awareness, lack of attention, underestimation of risk, reduced coordination etc. Fatigue can lead to errors and accidents, ill-health and injury, and reduced productivity.

To manage fatigue and continue to achieve a safe healthy working environment Pioneer Pump will:

- Develop and implement robust fatigue risk management as part of the Health and Safety Management System as fatigue is treated the same as any other hazard.
- Top Management will ensure sufficient resources are available to sustain fatigue risk management on an ongoing basis.
- Any fatigue management issues are formally raised at senior management meetings for discussion and resolution.
- Fatigue risk management controls are considered at individual, job and organisational levels.
- Fatigue related matters are communicated to all staff.
- Have in place a Procedure to manage and mitigate the risks of the workforce becoming fatigued leading to human error.
- Monitor and review current fatigue controls for continued organisational effectiveness. Occasional, longer working hours may be completed in relation to work demand, but these are followed by time for rest and recovery.
- Collect working hour's data when reporting mistakes, adverse events and concerns which could have a fatigue element.
- Implement training and buy in from all staff on fatigue issues increasing employee motivation.

Top Management are committed to monitoring and managing fatigue across the Group. Staff are encouraged to honestly share, discuss and process any fatigue issues.

This Fatigue Management Policy is part of the company induction.

Signed: - 

Andrew Golding – Managing Director

Date: - ...27th July 2018.....