



**SECTION 45**

**FATIGUE MANAGEMENT PROGRAM**



### **1. Introduction**

- A. The fatigue management plan must be properly implemented. Without adequate risk controls being put in place, the work that has gone into preparing the fatigue management plan will not be useful. Key issues to consider when implementing the plan include timeframes, training, roles and responsibilities, communication and participation.

### **2. Timeframes / Policy**

- A. Work hours including overtime shall be limited to allow for adequate rest periods between working shifts. This may be accomplished through rotating shift scheduling.
- B. Equipment shall be provided to the employees to assist in the movement of large items and for repetitive tasks to reduce the impact on the employee.
- C. Anti-fatigue mats and other ergonomic equipment shall be provided for employees who are working at a static location during their shift.
- D. Workers will be allowed to take breaks during their work shift on a periodic basis and or allowed to change working position to reduce fatigue.
- E. The use of over the counter drugs, prescription medication, and or other stimulants used to stay awake during a normal work shift shall be used sparingly and in accordance with drug manufacturer or doctors orders. Chronically using these products in such a manner may result in unsafe actions when the effects wear off and as such this practice shall be discouraged.

### **3. Training**

- A. Many of the new risk control measures will involve training. Training is not a suitable control measure in itself, but training is essential to good risk control. Training gives the workforce the skills and knowledge they need to work with risk controls for fatigue. It also provides appropriate information about the fatigue hazards and risks in the workplace. All site personnel, including contractors, must be informed about the fatigue management plan and have the skills and knowledge they need to fulfill their roles and responsibilities. In addition, operators/employers must provide education and awareness about the site's fatigue policy and procedures whenever:
  - 1. New employees/workers are appointed



2. Induction or refresher training is provided annually and on an as needed basis.
  3. Contractors are engaged (as part of the contractor management plan)
  4. Managers or supervisors are appointed or promoted, and
  5. Changes are made to the fatigue management plan.
- B. The education and awareness training should include coverage of issues such as:
1. The nature of fatigue
  2. The warning signals of fatigue
  3. Possible effects of fatigue
  4. Factors that decrease or exacerbate the likelihood or effects of fatigue, and
  5. Control measures, including the fatigue management plan.
- C. Training must be arranged so it is available to all employees/workers on all shifts during work hours.
- 4. Communication**
- A. The entire workforce, including contractors, needs to know about the fatigue management plan. As with any important workplace communication, when communicating the requirements of the plan, the different needs of various groups on the mine site should be taken into account. These needs include that some employees/workers may not be able to read English very well; night shift employees/workers may not get the informal communication that day shift employees/workers receive; and some employees/workers may have difficulties attending information meetings because they work away from a central workplace. As a result, different communication methods may be needed for different groups.
- 5. Participation**
- A. All employees/workers on site, including contractors, must be involved in implementing the fatigue management plan and in making sure it is followed.
- 6. Supervision**
- A. All employees/workers on site, including contractors, must be involved in implementing the fatigue management plan and in making sure it is followed.



- B. Supervision will evaluate working locations to address possible worker fatigue issues and re-evaluate current controls to ensure their effectiveness in reducing worker fatigue.
- 7. Reporting**
- A. It is essential that employees/workers (including subcontractors) are able to report fatigue problems affecting themselves or others without attracting criticism. This will require understanding and support from supervisors and colleagues. Reporting is more likely in a working environment where fatigue is recognized by all levels of the organization as being an important health and safety issue that should be properly managed.