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Mine Fatigue Management Policy		

PURPOSE

The purpose of this policy is to manage and mitigate the risks associated with fatigue in the mining industry, ensuring the health, safety, and well-being of all employees while maintaining compliance with the **Work Health and Safety (Mines) Regulations 2022 (WA)** and other relevant legislative frameworks.

SCOPE

This policy applies to all employees, contractors, and subcontractors working on mine sites under the management of Consolidate Group.

LEGISLATIVE REQUIREMENTS

This policy aligns with the following legislative requirements:

- Work Health and Safety (Mines) Regulations 2022 (WA)
- Mines Safety and Inspection Act 1994 (WA)
- Code of Practice: Working Hours 2019 (Safe Work Australia)
- Duty of Care Obligations under WHS Legislation

OBJECTIVES

All employees or subcontractors conducting driving and non-driving work on a site or at the Consolidated Group yard are to comply with the following standards: -

Work Scheduling and Rostering

All employees or subcontractors conducting driving and non-driving work on a site or at the Consolidated Group yard are to comply with the following standards: -

- Twelve hours is the preferred maximum number of hours to be worked before a 12-hour break. However, there are occasions when a maximum of 14 hours can be worked before a 10-hour break is taken.
- A break of 30 minutes must be taken after any 6 hours of work time.
- If employees work more than 12 hours, their breaks are paid; if they work 10 hours or less, the break is unpaid.
- Rosters should always go from day to night direction.
- At most, 14 days can be worked consecutively in the day shift.
- A sequential number of 12-hour night shifts that are less than 7 require a half RDO, and more than 9 require two half RDOs.
- A maximum of 833 hours can be worked in a 13-week period.
- An RCAT must be submitted to the Principals Fatigue Management specialist team for all roster changes.

Rest and Breaks

- Scheduled 30-minute breaks every 5 hours.
- Encouragement of micro-breaks (5-10 minutes) as needed.
- Provision of appropriate rest areas with adequate facilities

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Fatigue Monitoring and Reporting

- Implementation of fatigue assessment tools and self-reporting systems.
- Supervisors to conduct regular fitness-for-work assessments.
- Employees are encouraged to report fatigue symptoms confidentially.
- Investigation of fatigue-related incidents to improve risk management.

Training and Awareness

- All employees must complete fatigue management training during induction.
- Periodic refresher training on fatigue-related risks and control measures.
- Supervisors to undergo additional fatigue risk identification training.

Controls for High-Risk Tasks

- Critical tasks (e.g., operating heavy machinery) require pre-shift fitness assessments.
- Implementation of job rotation strategies to reduce prolonged exposure to high-risk activities.
- Use of alertness-enhancing measures, such as increased supervision and scheduled rest periods for high-risk operations.

Incident Management and Response

- Fatigue-related incidents will be investigated in line with site safety management protocols.
- Corrective actions will be implemented to prevent recurrence.
- Employees involved in a fatigue-related incident may be required to undergo a fitness-for-work evaluation before resuming duties.

RESPONSIBILITIES

Management Responsibilities:

- Ensure compliance with legal fatigue management obligations.
- Implement and monitor safe work schedules that minimize fatigue risk.
- Provide education and awareness training on fatigue management.
- Ensure employees have adequate opportunities for rest and recovery.
- Provide a reporting system for employees to communicate fatigue concerns.

Employee Responsibilities:

- Report to work fit for duty and well-rested.
- Utilize allocated rest periods effectively.
- Notify supervisors of any signs of fatigue affecting work performance.
- Comply with rostered work hours and rest breaks.

Continuous Improvement:

- Regular review of fatigue management data and incident reports.
- Periodic revision of the policy in response to legislative changes or operational needs.
- Employee feedback will be considered to enhance fatigue management strategies.

Compliance and Enforcement:

Failure to comply with this policy may result in disciplinary action, up to and including dismissal, in accordance with Consolidated Group's workplace policies and procedures.

RELATED PROCEDURES

FMG Fatigue Management Procedure.

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COMMITMENT

This policy applies to all Consolidated Group of Companies management, staff, and suppliers.

This policy will be reviewed annually or when significant operational or legislative changes occur.

Theo Tsorvas

Director

Date 22/01/2024

