

# Fatigue Management Policy Statement

**SWGR/CPoS/005**

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Applicability: SWGR Group

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SWGR recognises the risk of fatigue associated with the scope of our operations. We are committed to taking all necessary steps to control this risk so far as is reasonably practicable. We are also committed to the health and wellbeing of our employees and contractors and recognise the potential effect that fatigue presents.

SWGR shall design and implement arrangements to comply with the following legislation and guidance in achieving this:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- ORR Guidance on 'Managing Rail Staff Fatigue'
- Applicable Rail Industry and client standards, codes, and policies

We are committed to following and continuously improving our arrangements in accordance with the following basic principles:

- We shall incorporate the management of fatigue into our planning processes by use of the HSE Fatigue Index Calculator or such other assessment tools as may become available
- No shift longer than 12 hours inclusive of travel (or 14 hours "door to door")
- No return to work on the next shift without a satisfactory rest and recuperation period of at least 12 hours
- Work beyond 60 hours in a rolling 7-day period will generate an L1 exceedance
- No work beyond 72 hours in a rolling 7-day period (an L2 exceedance)
- No more than 13 shifts in any 14-day period when working on Network Rail infrastructure.
- No more than 12 shifts in any 14-day period when work takes place off Network Rail Infrastructure.
- Rostering within Fatigue Risk Index (FRI) scores specified by the client – currently, 35, 45 & 1.6.
- Exceedance of hours shall only be permitted in emergency situations once the risk of fatigue has been assessed, and an acceptable outcome achieved and authorised by a designated Senior Manager. Fatigue Management Plans will be produced and implemented when necessary, and triggered by exceedances
- Engagement with our employees and contractors to enable the risk of fatigue to be understood and cooperation obtained
- Taking a rest break every 2 hours when driving, and sharing driving when possible
- We commit to meeting client and infrastructure manager requirements.

The implementation of this policy is the responsibility of the Managing Director assisted by the operational line managers and other members of the management team.

**Signed:**



**Raj Sinha**  
**Group Managing Director**