

FATIGUE AT RISK MANAGEMENT POLICY

Purpose:

To establish a best practice for managing fatigue. It is intended that this policy will reduce the risk of fatigue-related injuries and incidents on the farm. This policy applies to all farmers and workers especially those whose work involves extended or irregular hours, have high demands, and who may be called in to work.

Definitions:

- *Fatigue*: A mental or physical exhaustion that prevents a person from functioning normally. In the agriculture work environment this can mean that a person is also unable to function safely. It has many causes but is usually related to inadequate restorative sleep.
- *Restorative sleep*: Restorative sleep is the process by which the body overcomes fatigue. It involves cycles of deep sleep that allow a person to recuperate and wake up refreshed.
- *Sleep cycles*: Sleep cycles are determined by the body's natural biological rhythms (also known as circadian rhythms or the 'body clock'), which are repeated every 24 hours. As well as regulating sleep cycles, biological rhythms also regulate body temperature, digestion and hormone levels.

Policy:

[Farm Name] is committed to providing and maintaining safe systems of work for all its workers, including those whose work involves extended or irregular hours, have high demands, and who may be called in to work.

[Farm Name] operations are sometimes undertaken outside ordinary working hours. Activities such as early and late milking shifts, calving season, harvest season, and weather events can result in extended or irregular hours, have high demands, and workers may be called in to work.

Fatigue is a mental or physical exhaustion that prevents a person from functioning normally and can impair safe work performance. Fatigue can be caused by both work and non-work-related factors. Non-work factors include family responsibilities, social activities, health issues, study commitments, and sporting commitments. Work factors include extended or irregular hours, have high demands, and workers may be called in to work.

While everyone doesn't respond to fatigue in the same way, fatigue can reduce concentration, impair co-ordination, compromise judgement and slow reaction time, which can increase the risk of incidents and injuries.

Responsibilities:

- Farmers and workers have a responsibility to ensure that fatigue does not impact the safety, health and well-being of themselves and others.
- Farmers manage risk in consultation with workers and within the fatigue risk management system.
- Farmers provide opportunities for workers to obtain adequate rest from work.
- Farmers monitor workloads and ensure workers are not placed at risk from fatigue.
- Farmers provide information, instruction and training about risks to health, safety or welfare of workers involved with extended or irregular hours, have high demands, and workers called in to work.
- Farmers ensure workers are properly supervised and tasks are undertaken safely.
- Workers are to participate in risk management process.
- Workers use time off from work to recuperate in order to be fit and able for work.
- Workers participate in education and training in order to gain an understanding of fatigue.
- Workers recognize signs of fatigue that could place the health, safety and well-being of themselves or others at risk and reporting this to their manager or supervisor.

Violations:

Any worker violating this policy may be subject to the appropriate disciplinary action.

Signed: _____ Date: _____

*The safety information in this policy is to be used in conjunction with all applicable Federal, provincial, and Municipal Legislation.