





Generic Fatigue

RA030-CEN

Document Owner (QHSE Manager)	Steve Usher	
Checked & Approved (Technical Manager)	Phil Thompson	
Approved for Use	03/12/2025	

Issue Date	03/12/2025
Next Review Date	31/12/2026

Version	Date	Name	Details
1	03/12/2025	Steve Usher	Reviewed, re-formatted to new document format and reissued

Note Under no circumstances is this document to be modified in any way without the QHSE Managers consent. Uncontrolled when Printed or Downloaded

1 Introduction

- 1.1 Fatigue is a significant occupational risk that can impair an individual's ability to work safely and effectively. It can result from insufficient sleep, prolonged periods of physical or mental activity, extended working hours, inadequate rest breaks, or disruption to normal sleep patterns such as those caused by shift work or long travel. Fatigue reduces alertness and reaction time, affects decision-making, and increases the likelihood of errors, incidents, and injuries.
- 1.2 This Fatigue Risk Assessment aims to identify tasks, conditions, and working patterns that may contribute to fatigue within the workplace. It provides a structured method to evaluate the associated risks and implement appropriate control measures to reduce or eliminate fatigue-related hazards. Completing this assessment supports the organisation's commitment to protecting employee wellbeing, ensuring safe operations, and maintaining high standards of performance and compliance.

Note Any deviation from these RAMS or any linked documents mentioned below, must be agreed with the QHSE Manager.

2 Scope

- 2.1 This Fatigue Risk Assessment applies to all employees, contractors, and agency personnel undertaking work on behalf of the organisation, including operational, supervisory, managerial, and office-based roles. It covers all activities where fatigue could impact safety, quality, productivity, or decision-making.
- 2.2 The scope includes, but is not limited to:
 - TM Operatives working under this method statement must have undergone suitable training and competency assessments to satisfy the requirements of the nationally recognised standard.
 - Working hours and shift patterns (including night shifts, early starts, long shifts, and rotating rosters)
 - Travel to and from work, including driving for work purposes
 - Extended periods of physical or mental workload
 - On-call duties, emergency responses, and overtime
 - Environmental and organisational factors that may contribute to fatigue (e.g., monotony, high-stress tasks, poor lighting, high temperatures)
 - Individual factors such as fitness for work, wellbeing, and known fatigue contributors
- 2.3 The assessment does not replace individual medical advice or personal health monitoring but forms part of the organisation's wider Fatigue Management System and health, safety, and wellbeing arrangements.

3 Control Measures and Implementation

3.1 Education & Training

- Train all staff on the signs and impacts of fatigue, emphasising personal responsibility for rest and well-being.

3.2 Monitoring

- Regularly review shift patterns, workload, and overtime reports to identify potential fatigue risks.

3.3 Work Environment

- Optimise lighting, temperature, and noise levels to minimise fatigue-inducing conditions.

3.4 Health Programmes

- Offer wellness initiatives, such as fitness programs and access to counselling, to support overall health.

4 Emergency Preparedness

4.1 In cases where fatigue leads to a near-miss or incident:

- Conduct an immediate investigation to determine root causes.
- Review risk assessment and update controls as needed.
- Provide follow-up training or support to affected individuals.

5 Linked Documents

Document Name
OF027-CEN Authorisation to Work Excessive hours
PY035-CEN Fatigue Management Policy
RA029 –CEN Extension of Hours Risk Assessment

Note All the above documents can be found on the field service tablets or on SharePoint

6 Risk Assessments

6.1 The risk assessment **MUST** be communicated to all personnel.

- If ANY risk is **HIGH**, do not proceed with the operation, abandon the job, or look at alternative delivery methods.
- If ANY risk is **MEDIUM**, proceed only with caution, introduce additional control measures where possible.
- If All risk is **LOW**, proceed with work.

6.2 Risk Scoring Methodology & Risk Assessments

Likelihood Categories		Severity Score				
Category	Description	1	2	3	4	5
1	Extremely Unlikely	1	2	3	4	5
2	Unlikely	2	4	6	8	10
3	Occasional	3	6	9	12	15
4	Likely	4	8	12	16	20
5	Expected	5	10	15	20	25
Severity Score Description						
1	Minor Injuries/inconveniences. Employee can continue to work - Short term local damage					
2	Minor Injuries. Operative requires first aid treatment. Stops work - Medium term local/short term regional damage.					
3	Reportable/LTI or illness - Long term local/regional damage					
4	Major injury or illness with long term effects - Long term widespread damage					
5	Fatalities - Widespread permanent damage					
Risk	Action Required					
Low	Check that no other risks can be eliminated by modifications of design then proceed with design. Record residual risks					
Medium	Reduce risks as far as reasonably practical. Consider alternative design or construction method. If alternatives are not available, specify precautions to be adopted. Record residual risks.					
High	Seek alternative solutions. If alternatives are not available, specify precautions to be adopted & advise Senior Management & Supervisor (if appropriate). Record residual risks					
Examples of Persons at Risk	Inexperienced					
	Vulnerable Road Users (VRU's) including Public, Cyclists, Horse riders.					
	Lone workers (LW)					
	Operative (OP) (TMO or/and Ganger)					
	Site Personnel (SP)					
	All					

Generic Fatigue Risk Assessment RA30-CEN



Hazard(s)	At Risk	Risks	PRE-RCM Risk score (L x S)				Risk Control Measures	POST-RCM Risk score (L x S)			
			Likelihood	Severity	Risk Score	Risk Level		Likelihood	Severity	Risk Score	Risk Level
Prolonged working hours	Employees, contractors	Reduced alertness, errors, accidents, and injuries	4	3	12	H	a. Limit shifts to 12 hours max.- Implement mandatory rest periods. b. Monitor overtime and ensure compliance.	1	3	5	L
Night shifts/rotating shifts	Employees, contractors	Disrupted sleep patterns, increased fatigue	4	3	12	H	a. Provide adequate rest breaks. b. Rotate shifts to minimise disruption. c. Educate staff on sleep hygiene.	1	3	5	L
Physically demanding tasks	Employees	Muscle fatigue, reduced concentration	3	3	9	M	a. Schedule regular breaks. b. Rotate physical tasks among team members. c. Ensure hydration and ergonomic equipment.	1	3	5	L
Mentally demanding tasks	Employees, supervisors	Cognitive overload, decision fatigue	3	3	12	M	a. Break down tasks into manageable segments. b. Encourage regular mental breaks. c. Offer stress management training.	1	3	5	L

Generic Fatigue Risk Assessment RA030-CEN



Commuting after long shifts	Employees	Increased risk of accidents during travel	4	3	12	H	<ul style="list-style-type: none"> a. Provide transport options for long shifts. b. Encourage work van/carpooling. c. Limit back-to-back shifts requiring long commutes. d. Supply hotels next to place of work(s) 	1	3	5	L
Insufficient staffing levels	Employees, contractors, management	Increased workload, extended hours	3	3	9	M	<ul style="list-style-type: none"> a. Conduct workforce planning. b. Hire additional staff when needed. c. Use relief workers for absences. 	1	3	5	L