**Managing Fatigue**

**Workplace fatigue can lead to accidents, injury, ill-health and loss of productivity.**

It has been cited as the root cause of many significant accidents
Fatigue is also implicated in 20% of accidents on major roads.

**What is fatigue and what will Nationwide do to manage it?**

Fatigue is generally considered to be a decline in mental and/or physical performance that results from prolonged exertion, sleep loss and/or disruption of a person's 'internal clock'.

Worker fatigue can result in:

|  |  |
| --- | --- |
| • lack of attention | • slower reactions |
| • reduced co-ordination | • decreased awareness |
| • underestimation of risk | • memory lapses or absent-mindedness |
| • a reduced ability to process information |  |

**Causes of workplace fatigue**

Fatigue can arise as a result of excessive working time or poorly designed shift patterns. It is also related to workload, since workers are more easily fatigued if their work is machine-paced, complex or monotonous.

**Nationwide Operate the Policy below, which is approved by the HSE for driving vehicles;**

**All staff should not be working excessive hours and should not be allowed to work 7 days.**

* **No member of staff is allowed to work more than 60 hours in ANY WEEK if WTD directive opt-out clause has been signed.**
* **No member of staff is allowed to work 7 days continuously.**
* **No member of staff is allowed to work more than 13 hours in any working day.**

**Please Note: Failure to follow this instruction may lead to disciplinary action for the Manager involved.**

A summary of the WTD regulation is as follows:

NEVER more than 60 hours in any one week.

You MUST have at least 11 hours rest in every 24 hour period.

Nationwide maintain records of the employees working hours on our Cleanlink Payroll System

Signed:

Gary Nourse

Director

1st April 2025