

**PURPOSE/APPLICATION**

Due to the nature of work in the Oil & Gas industry, workers are often required to work extended hours. Strike recognizes that fatigue is a factor, which may affect a worker's ability to perform mental and physical tasks, and will do everything reasonably practicable to manage the risk of fatigue in the workplace.

The purpose of the Fatigue Management System is to ensure management, supervisory personnel, and employees understand what fatigue is, and how extended hours or consecutive days of work can affect fatigue. It will also help to understand the proper proactive methods of effectively dealing with worker fatigue, which will include awareness of, and response to fatigue issues in the workplace.

**PPE**

- Strike minimum requirements

**TRAINING**

- Fatigue Awareness

**HAZARDS & CONCERNS**

- Personal injury
- Property damage
- Micro sleeps
- Occupational illness
- Motor vehicle collisions

**PRECAUTIONS**

As defined by Workplace Health and Safety, "Fatigue is a state of being tired. It can be caused by long hours of work, long hours of physical or mental activity, inadequate rest, excessive stress, and combinations of these factors". The signs and symptoms and effect fatigue has on workers varies from one person to the next, however fatigue affects the individual worker's ability to perform mental and physical tasks and is recognized throughout industry as a form of impairment.

Workers will receive training in fatigue management at safety meetings and at tailgate meetings throughout their employment. Records of this will be kept on the minutes of these meetings and signed off by the workers and line management.

**Note:** Many of the signs and symptoms resemble signs and symptoms of alcohol impairment, however someone suffering from fatigue will not smell of alcohol; if someone smells of alcohol, please refer to Alcohol & Drug Policy.

**Signs and Symptoms**

Some of the possible physical signs and symptoms are as follows:

- Tiredness, Sleepiness
- Irritability, Depression, Giddiness
- Loss of appetite, Digestive problems
- Increased susceptibility to illness

Some possible performance impairments are:

- Slowed reactions – physical reaction speed & speed of thought
- Decreased vigilance
- Failure to respond – to stimuli, changes in surroundings, or information provided
- Reduce motivation
- Incorrect actions – either physical or mental
- Increased tendency for risk-taking

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- Flawed logic and judgment and an increase in memory errors, including forgetfulness

Factors, which may have an influence on fatigue:

- Time of day
- Duration of the extended hours / consecutive days
- Temperature
- Days off
- Working alone
- Type of work
- Repetitive or boring functions
- Job stress
- Being inactive
- Home stress
- Length and frequency of breaks
- Non-effective use of personal time
- Availability of food and water

### **Preventative Measures**

The following items will help reduce the number of fatigue related incidents, and shall be used by all of Strike employees, sub contractors, third party vendors, and visitors whenever possible.

- Minimized extended hours of work
- Consider travel time to and from work, when planning the day's activities
- Schedule days off
- Report any unsafe acts
- Risk and hazard assessments
- Report all incidents and near misses
- Recognize individual and crew fatigue
- Inform management if an individual or crew has a concern with working extended hours
- Advanced notification of extended work hours/ consecutive days
- Monitor the hours of work
- Short & frequent breaks
- Address all crew member concerns regarding extended work hours/ consecutive work days
- Rotation of crew members
- Monitor the progress of all workers working extended hours / consecutive work days
- Perform complex tasks earlier in the day
- Workers need to report personal fatigue to their supervisors
- Utilize the buddy system

- Supervisors need to recognize fatigue in their workers and take steps to manage it

**REFERENCES / ADDITIONAL INFORMATION**

Alberta Employment and Immigration, Department of Workplace Health and Safety, Bulletins:

- Exhausted or Drunk: Behind the Wheel it Makes No Difference
- Fatigue and Safety at the Workplace
- Fatigue, Extended Work Hours, and Safety in the Workplace
- Enform – Employers Guide to Safe Work: Fatigue Management
- Enform – Guide to Safe Work Fatigue Management Info Flip.
- Canadian Labour Codes

**REGULATIONS**

**Alberta OHS Code**

*None*

**Saskatchewan OHS Regulation**

*None*

**British Columbia OHS Regulation – Part 4 General Conditions - Impairment**

***4.19 Physical or mental impairment***

- 1. A worker with a physical or mental impairment which may affect the worker's ability to safely perform assigned work must inform his or her supervisor or employer of the impairment, and must not knowingly do work where the impairment may create an undue risk to the worker or anyone else.*
- 2. A worker must not be assigned to activities where a reported or observed impairment may create an undue risk to the worker or anyone else.*

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