

## Policy – Rail

**Title: Safe Hours Worked Policy**

ASH Construction Group aims to minimise fatigue for all our staff and subcontractors who work under our control and are carrying our 'Safety Critical Work'.

This policy sets out how ASH Construction Group will fulfil our health and safety commitments and demonstrate compliance with the following requirements for managing fatigue and working hours:

- **Railway and other Guided Transport Systems (Safety) Regulations 2006**
- **NR/L2/OHS/003 Fatigue Risk Management.**
- **NR/GN/INI/001 Guidance on the management of door to door work and travel time**

The ASH Construction Group rostering system imposes the following limits on working time and will not allow for planning of staff to work more than these limits:

Trigger	Fatigue Assessment or Management Plan required?	Minimum controls to be put in place
More than 60hrs in 7 rolling days	Both	<ul style="list-style-type: none"> <li>• No lookout duties</li> <li>• No Individual working alone</li> <li>• No safety critical duties without additional controls</li> <li>• No driving duties</li> <li>• Minimum 12 hours rest before next period of work</li> </ul>
More than 72hrs in 7 rolling days	Both	<ul style="list-style-type: none"> <li>• No lookout duties</li> <li>• No Individual working alone</li> <li>• No safety critical duties</li> <li>• No management of trains</li> <li>• No driving duties</li> <li>• No OTP operation</li> <li>• No OTM operation</li> <li>• Minimum of 24 hours rest before next period of work</li> </ul>
14hrs or more door to door	Both	To be agreed following fatigue assessment
More than 12hrs in one shift/working day	Assessment	To be agreed following fatigue assessment
Less than 12hrs rest between shifts/working days	Assessment	To be agreed following fatigue assessment
More than 13 day or nights in 14 rolling days	Assessment	To be agreed following fatigue assessment
Day time fatigue score (FRI) of 35 or more	Assessment	To be agreed following fatigue assessment
Night time fatigue score (FRI) of 45 or more	Assessment	To be agreed following fatigue assessment
Risk score (FRI) of 1.6 or more	Assessment	To be agreed following fatigue assessment

In this case, a Fatigue Assessment and Management Plan will be put in place as per PR09 Fatigue Management.

### Breaks

Staff and subcontractors will be allowed time to take physical needs breaks throughout their shift. Due to the nature of the work, actual length and pattern of breaks will vary but at least one break of 30 minutes will be allowed at about mid-shift and two other breaks of at least 10 minutes. Staff and subcontractors may be required to take breaks at their workstation.

## **Work Travel Time**

Staff and subcontractors are not expected to travel more than one hour to work in their own time. Where travel is likely to exceed one hour in each direction, the total door to door work and travel time shall not exceed a maximum of 14 hours in accordance with Network Rail Guidance Note NR/GN/INI/001. A risk assessment will be carried out for excessive travel times and mitigation measures applied accordingly.

## **Exceptional Circumstances**

The following exceptional circumstance may arise that result in the above limits being exceeded:

Over-run of possessions, associated work or engineering work, resulting in staff and subcontractors being required to remain on site to fulfil Network Rail safety requirements.

Any other exceptional circumstances as stated in Network Rail Standard NR/L2/OHS/003 that dictates an extension of planned shift times. In these circumstances, the staff and subcontractors concerned are required to contact the ASH Construction Group On-Call Manager who will undertake a fatigue risk assessment on the staff or subcontractor and take any appropriate steps as indicated by the assessment.

ASH Construction Group monitors safe hours worked in accordance with the procedures laid down in PR09 Fatigue Management. Any exceedance instances are reviewed in the monthly safety meeting to facilitate and verify that appropriate management controls are in place.

ASH Construction Group require our staff to manage their off-duty time to avoid fatigue and limit their hours worked for other companies (if any) to avoid any exceedance of ASH Construction Group's working time limits.

This policy is available to all ASH Construction Group staff and is available to other interested parties upon request.

Signed: 

Position: HSQE Director

Dated: 27/06/2025