

This policy framework is designed for the high-risk environment of traffic management, where fatigue impacts driving, manual handling (cones/signage), and roadside safety.

1. Policy Purpose and Scope

The goal is to eliminate fatigue-related incidents. This policy applies to all employees, contractors, and agency staff. **Traffic management** involves unique risks: road exposure, night shifts, and heavy physical labour.

2. Responsibilities

- **Management:** Must plan rosters that allow for adequate rest and monitor total "door-to-door" hours.
- **Supervisors:** Authorised to stop any worker from starting or continuing a shift if they appear unfit due to fatigue.
- **Workers:** Must arrive "fit for work," use rest periods for actual recovery, and report any signs of fatigue immediately without fear of penalty.

3. Fatigue Limits & Scheduling (Core Rules)

- **Door-to-Door Limit:** A maximum 14-hour window from leaving home to returning home is recommended.
- **Shift Duration:** Day shifts should not exceed 12 hours; night shifts should be capped at 10 hours due to higher biological risk.
- **Rest Periods:**
 - Minimum **11 consecutive hours** rest between shifts.
 - At least **24 hours rest** every 7 days (or 48 hours every 14 days).
- **Night Work:** Shifts between 02:00 and 06:00 are high-risk; schedules should minimize driving and heavy manual handling during these hours where possible.

4. Safe Driving Protocols

- **Break Frequency:** Drivers must stop for at least 15 minutes every **2 hours** of continuous driving.
- **Fit-to-Drive Check:** Before driving home after a long shift, workers must assess their alertness. **Reporting:** Drivers must immediately pull over in a safe place if they experience "microsleeps" (e.g., nodding head, missing a portion of the journey).

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5. Manual Handling & Physical Fatigue

- **Task Rotation:** Rotate heavy lifting (e.g., moving cones or frames) with lighter duties to prevent physical exhaustion.
- **Mechanical Aids:** Use tail lifts, trolleys, or team lifting for bulky items.
- **Load Security:** Fatigue often leads to errors in securing loads; all vehicle loads must be double-checked using [ratchet straps](#) and even distribution.

6. Training and Health

- **Awareness:** Regular briefings on identifying fatigue signs (e.g., yawning, slow reaction times, irritability).

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