

NR/L2/OHS/003 - Management of Fatigue Risk Standard Update Briefing

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Our driving ambition at Network Rail is to ensure we get Everyone Home Safe Everyday through proactive and effective risk management.

Fatigue presents one of the most complex risks to manage and it can affect everyone within our industry, regardless of role. Up to now our management of fatigue risk has been directed by the requirements introduced after the Clapham Rail disaster in 1988, with the focus being on those safety critical workers within the industry.

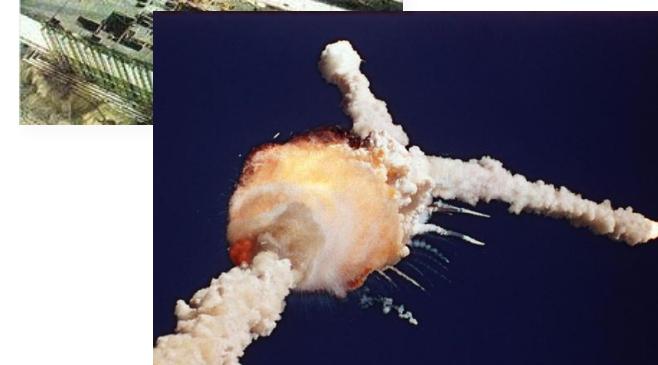
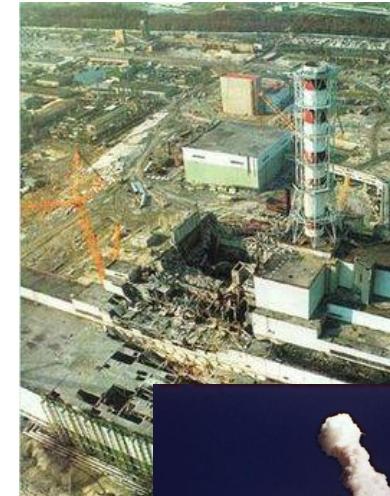
However, with the launch of the Fatigue Improvement Programme we are now looking to expand our commitment to managing fatigue risk to all of those who work for or on behalf of Network Rail.

This represents a significant step change in risk management and will be supported through the introduction of the revised Network Rail standard 'NR/L2/OHS/003 – Fatigue Risk Management'.

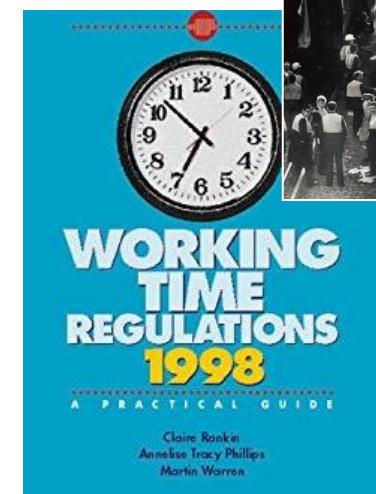
What is Fatigue Risk?



- Fatigue is generally considered to be a state of perceived weariness resulting from physical or mental exhaustion that can result from prolonged working, heavy workload, insufficient rest and/or inadequate sleep
- Fatigue has been at the heart of many well known disasters, including the Chernobyl reactor meltdown; the Challenger shuttle explosion; and the capsizing of the Herald of Free Enterprise in Zeebrugge Harbour
- However, whilst those were major events it's important for us to understand that fatigue can affect us all, causing us to make decisions and mistakes that can result in injury to ourselves and/or others
- The standard referred to in this briefing represents the beginning of an improved approach to fatigue risk management, detailing what is expected of managers and those who are managed alike

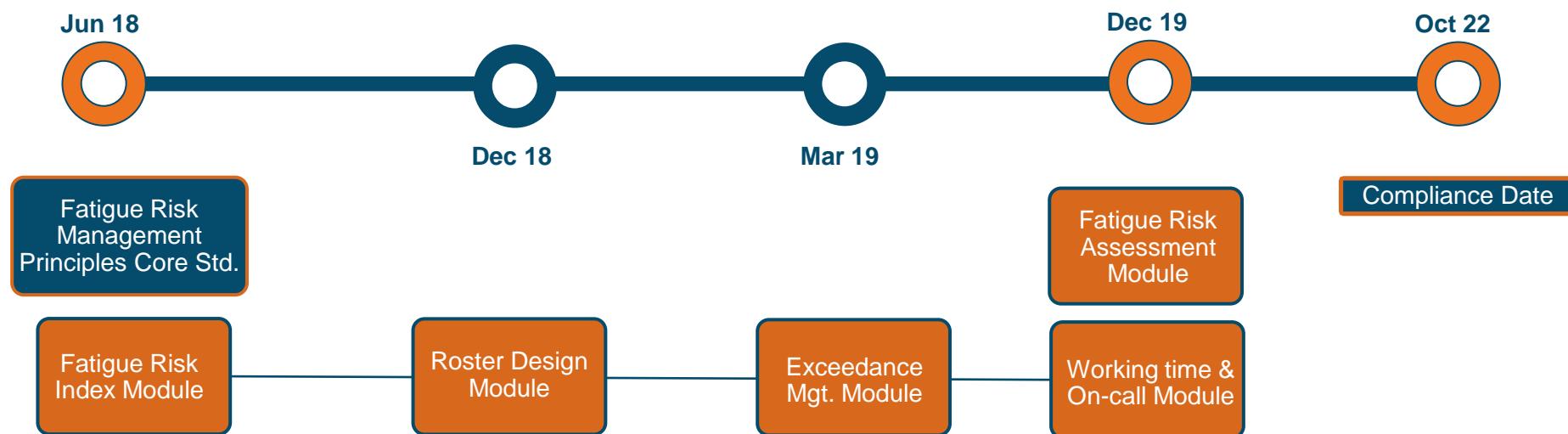


- In railway terms fatigue has been an important issue since 1988, where it was identified as a potential factor in the Clapham rail disaster
- The subsequent investigation report (commonly known as the 'Hidden' report) recommended that British Rail needed to control the fatigue from excessive working hours
- 'Hidden' working time limits were a response to that recommendation, introducing limits for track workers:
 - maximum rostered 12hr shift;
 - minimum 12hr rest between shifts;
 - no more than 13 shifts in 14 consecutive days;
 - maximum 72hr working week.
- Then in 1998 the Working Time Regulations introduced additional legal requirements for limiting working hours
- Introduction of The Railways and Other Guided Transport Systems (Safety) Regulations 2006 (ROGS) mandated fatigue management for Safety Critical Workers



- Whilst the rail industry has worked to these 'Hidden' limits and the working time regulations, there have been limitations to their effectiveness. These Include:
 - Current working time limits and fatigue risk management requirements only focus on safety critical workers
 - Hidden working time limits and working time regulations are not considered adequate fatigue risk controls on their own
 - There are no requirements to consider fatigue risk from commuting or other potential personal issues that may adversely affect that risk
 - Grey areas exist in relation to definitions of 'work' within current standards (e.g. definition of on call)
 - Existing risk management measures generally reactive, rather than proactive
 - Fatigue risk and controls not well understood and well supported, especially in parts of the organisation that do not have safety critical workers.

- NR/L2/OHS/003 – Fatigue Risk Management (combined standard and modules) will provide clearer requirements for managing fatigue risk for Network Rail staff and those working on behalf of Network Rail
- The standard adopts a modular approach, focussing on the key areas for effective fatigue risk management in a concise, user friendly format
- The standard will be developed over 2 years, with the final module being published in December 2019
- However, final compliance date is October 2022. This reflects the understanding that these standard changes may also require system changes and will need a change in business behaviours



- NR/L2/OHS/003 - Fatigue Risk Management: Core standard, provides definitions and principles that are consistent across all of the subsequent modules
- Standard to be developed and published in modular format, final module to be released December 2019
- Revised standard applies to **everyone** working for or on behalf of Network Rail, no longer limited to only safety critical workers
- Maintains the existing 'hidden' working hours limits (work no longer than 12hrs; 12hrs rest between shifts; no more than 13 shifts in 14 consecutive days; no more than 72hrs in a single working week)
- Lays foundation for proactive fatigue risk management and defines responsibilities for managers and individuals
- Details assurance requirements for managers with responsibilities for managing staff fatigue.



- The first module to accompany the standard (same publication date) is NR/L2/OHS/003/Mod1 - Fatigue Risk Index Principles. This identifies new requirements, such as;
 - Identifies Health & Safety Executive's Fatigue Risk Index (FRI) as the consistent method for measuring fatigue risk within an organisation
 - Defines when an FRI assessment is required to be completed
 - Establishes what data is needed to achieve accurate measurement, taking into account information such as commuting times, workload, attention requirements and periods & duration of rest within shifts
 - Provides the framework for how to interpret the FRI output; when a score identifies a potential fatigue risk to be present; and what action should be undertaken when this risk is identified
 - Determines what follow up is required when a roster is identified to have fatigue risk issues and identify potential means to mitigate the risk if the FRI score cannot be reduced by redesigning the roster

- The revised standard highlights the need for Managers to understand potential fatigue risks associated with their staff
- Intent is that a better understanding of the people that work within the organisation will enable more effective fatigue risk management
- Standard requires that Managers will confirm rosters will have had a FRI assessment completed and the output maintained with the roster
- Line Managers are required to monitor working hours of their staff against identified working time limits/triggers identified within the standard
- Any exceedences need to be reported by the Line Manager in line with the Functional Head's reporting mechanism (e.g. Through control room/visualisation meetings)
- Where exceedences occur then the Line Manager is required to maintain a record for auditable purposes
- As additional Modules are released further details of Manager's responsibilities will be detailed and support systems and materials will be developed to reduce business impact

This brief will be updated as future modules are published and the standard itself updated

The standard will also be supported by good practice guidance that will offer practical means to achieve compliance



Any Questions?

If you have any questions or need further assistance please contact your Workforce HSE Advisor or email: FatigueImprovementProgramme@networkrail.co.uk