

Fatigue Management Policy

Local Freight is committed to ensuring the promotion and continuation of a safe and healthy lifestyle for all its employees. Fatigue can potentially affect all employees regardless of their job description, from heavy vehicle and mobile plant operators to office staff and management.

- Local Freight will ensure that all driver rosters and schedules are in accordance with the limits prescribed in legislation and incorporate fatigue management measures.
- Local Freight 's Fatigue Management system is designed to ensure that drivers are not required to drive unreasonable distances in limited time and without sufficient notice or adequate rest.
- All trip schedules and driver rosters are planned and assigned by the Transport Operations Manager with driving / rest limits and taking into account the time of day, road conditions, forward planning and time to complete the task safely.
- At no time will the delivery of the load be placed before a driver's safety or health.
- Rosters and workloads are arranged to maximize the opportunity for a driver to recover from the effects or onset of fatigue.
- Scheduling and rostering practices take into consideration an assessment of the driver's recent work history, driving ability, welfare and work preferences (where appropriate) as well as the time of day for the transport task to be completed safely.

Readiness for Duty

- Local Freight will ensure that drivers are in a fit state for work and can perform their work duties safely.
- Local Freight and its Management team have a legal, moral and social responsibility to ensure that employees do not undertake driving work whilst fatigued.
- Local Freight will ensure that time off is provided for drivers to recover from or prepare for the fatigue effects of work.
- Drivers are to ensure that they consider the impact of activities such as social and recreational activities and personal life on their wellbeing and capacity to work safely.

- Drivers are to use their time off responsibly to prepare for, or to recover from, the fatigue effects of work.

HOURS OF WORK

Drivers of Vehicles that are not:

- a vehicle with a Gross Vehicle Mass (GVM) of over 12t
- a combination when the total of the GVM is over 12t

Under the Transport Operations (Road Use Management – Fatigue Management) regulation 2008, we ensure our drivers take sufficient breaks to avoid fatigue and promote the health and wellbeing. This, in turn, ensures ongoing supplier satisfaction and driver health.

Therefore, according to the regulation, the break periods are provided as follows:

Total period of work	Maximum work time	Minimum rest time
5 ½ hours	5 ¼ hours	15 minutes continuous rest
8 hours	7 ½ hours work time	30 minutes rest time, in blocks of 15 continuous minutes
11 hours	10 hours of work time	30 minutes rest time, in blocks of 15 continuous minutes
24 hours	12 hours of work time	7 continuous hours of stationery rest time

The mandatory rest / break are non-negotiable.

Drivers of Vehicles that are:

- a vehicle with a Gross Vehicle Mass (GVM) of over 12t
- a combination when the total of the GVM is over 12t

Standard Hours

Time	Work	Rest
In any period of...	A driver must not work for more than a maximum of...	And must have the rest of that period off work with at least a minimum rest break of...
5 ½ hours	5 ¼ hours	15 minutes continuous rest
8 hours	7 ½ hours work time	30 minutes rest time, in blocks of 15 continuous minutes
11 hours	10 hours of work time	30 minutes rest time, in blocks of 15 continuous minutes
24 hours	12 hours of work time	7 continuous hours of stationary rest time*
7 days	72 hours work time	24 continuous hours stationary rest time
14 days	144 hours work time	2 x night rest breaks# and 2 x night rest breaks taken on consecutive days

*Stationary rest time is the time a driver spends out of a heavy vehicle or in an approved sleeper berth of a stationary heavy vehicle. #Night rest breaks are 7 continuous hours stationary rest time taken between the hours of 10pm on a day and 8am on the next day (using the time zone of the base of the driver) or a 24 continuous hours stationary rest break.

Two-Up Drivers

Time	Work	Rest
In any period of...	A driver must not work for more than a maximum of...	And must have the rest of that period off work with at least a minimum rest break of...
5 ½ hours	5 ¼ hours	15 minutes continuous rest

8 hours	7 ½ hours work time	30 minutes rest time, in blocks of 15 continuous minutes
11 hours	10 hours of work time	30 minutes rest time, in blocks of 15 continuous minutes
24 hours	12 hours of work time	5 continuous hours stationary rest time* or 5 hours continuous rest time in an approved sleeper berth while the vehicle is moving
52 hours		10 continuous hours stationary rest time
7 days	60 hours work time	24 continuous hours stationary rest time and 24 hours stationary rest time in blocks of at least 7 continuous hours of stationary rest time
14 days	120 hours work time	2 x night rest breaks# and 2 x night rest breaks taken on consecutive days

*Stationary rest time is the time a driver spends out of a heavy vehicle or in an approved sleeper berth of a stationary heavy vehicle. #Night rest breaks are 7 continuous hours stationary rest time taken between the hours of 10pm on a day and 8am on the next day (using the time zone of the base of the driver) or a 24 continuous hours stationary rest break.

Secondary Employment

The undertaking of secondary employment by drivers has the potential to contribute to fatigue and impact on the provision of safe and reliable bus services. As a result, drivers are required to advise management whenever they engage in secondary employment. When so advised, management will assess the nature of the secondary employment and take any measures necessary to ensure that safety is not compromised.