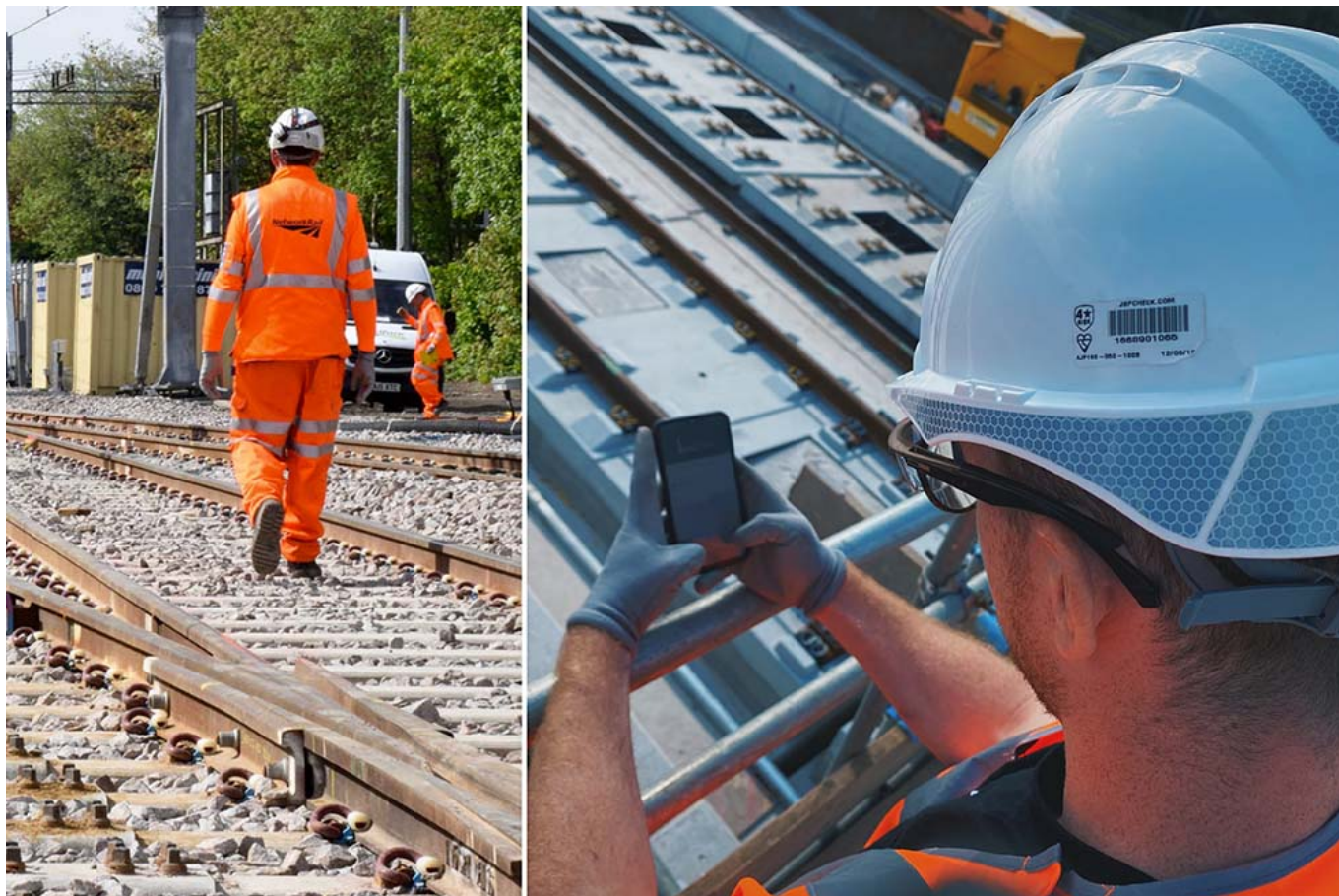


## 6 months to go... Are you NR/L2/OHS/003 ready?

March 30, 2022



**Effective** Fatigue Management has been a major issue in our industry for many years, with around 40% of accidents in the UK rail sector being attributed to workforce fatigue.

Network Rail has acted, with the new set of regulations NR/L2/OHS/003 coming into full force on 29th October 2022.

With this date fast approaching, contractors are starting to feel the pressure to revisit their strategy against workplace fatigue, as the new standard will directly impact more than 150,000 people across the sector. Radically changing how fatigue is managed.

## What is workforce fatigue and why is it a problem?

Employers have a legal requirement to manage staff fatigue, and failure to do so can have disastrous consequences.

There is no single agreed definition of fatigue, but we will consider fatigue as “a state of perceived weariness that can result from prolonged working, heavy workload, insufficient rest and inadequate sleep” (ORR, 2012)

In fact, the effects of serious fatigue can be compared to being over the drink driving limit, causing poor judgements, slow reactions, poor memory, and impaired vision. In the rail industry, fatigue is the cause of 20% of high-risk incidents, and over the past five years the sector has experienced an average of 36 yearly worker fatalities (RIDDOR, 2016/17-2020/21).

3.1m people are employed as shift workers in the UK, and fatigue has been implicated in 20% of accidents costing the industry **£115 – £240 million** per year (an estimation based on the whole UK Construction Sector).

The numbers don't lie:

- **54%** of workers said they “feel overburdened at work”
- **37%** of them have weekly shifts of over 50 hours
- **73%** of workers think that fatigue is an overlooked hazard
- **65%** think the industry is not doing enough to prevent such issue

(CC Scheme, 2019)

## So what's actually changing?


According to Network Rail, the previous standard only concerned the safety of critical workers while the new framework applies to **everyone** across the supply chain, and those working on NR infrastructure, systems and assets.

Instead of imposing limits on how much people can work, the new framework introduces “**triggers**” to signal the need for mitigating actions, such as mandatory rest periods and duties reallocation, including invigilation.

This new approach encourages companies to monitor fatigue and carry out risk management consistently, embedding a behavioural change in how we will tackle fatigue across the industry in the long-run.

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 **Fatigue Reduction: The Standard - NR/L2/OHS/003**

**The standard modules:**

**NR/L2/OHS/003:** Core standard, provides definitions and principles that are consistent across all of the subsequent five modules.

**NR/L2/OHS/003/01:** Use of the Fatigue Risk Index (FRI) calculator and interpretation of the output.

**NR/L2/OHS/003/02:** Principles for managing fatigue through effective design of rosters / working patterns.

**NR/L2/OHS/003/03:** Process for creation and management of fatigue assessments and management plans

**NR/L2/OHS/003/05:** Principles of working time and on-call in relation to fatigue management.

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

Image provided by innDex

## How can I make sure I am managing fatigue effectively?

The innDex system has been specially designed and developed to fall in line with Network Rail Standards as well as being configurable to adapt to any other standards, prioritising workforce fatigue from the outset, before a worker even sets foot on site.

To manage fatigue, it's important to be able to monitor workers' hours and movements across every site that they work on. Using innDex, each worker will have their own profile – their construction passport. The innDex profile is submitted to a site before a worker even starts their first day, pre-enrolling and speeding up the induction process. This not only negates the need to carry out a laborious induction on site, improving productivity and eliminating frustration, but also allows every worker to be pre-briefed with important information and policies, familiarising with the project.

Once inducted, the innDex Fatigue Management tool allows managers to track workers' site hours for **real-time fatigue management**, and enabling resource planning.

For years, fatigue management processes have fallen short, and companies have struggled to adequately manage fatigue with processes being very manual and working hours being assessed when it's too late. With innDex, **real-time automated notifications** are sent out to managers and workers proactively. When **Working Hours Policies** are breached, a worker will be notified and can finish their shift and leave site safely or their responsible manager can carry out a risk assessment quickly through the innDex

platform, which is stored as evidence against a worker's breach.

Shift reports and historical data can be accessed on an individual or cumulative case basis when needed. By looking at raw data, the management team can perform deep data analysis and take evidence-based actions.

Now's the time to be proactive, innovate and get ahead of the curve in Fatigue Management.

Click [here](#) to find out more about how innDex is being used to manage fatigue in line with the new Network Rail Standards and increasing efficiencies and savings across the supply chain.

Need help implementing a Fatigue Management strategy?

Get in touch at [support@inndex.co.uk](mailto:support@inndex.co.uk) or by clicking on [this link](#).