

## **Objective**

To set out Delta Electricity's policy in respect to fatigue.

## **Policy**

Delta Electricity has a duty of care to ensure the health and safety of its employees and others at work. The intent of this policy is to set out the obligations of Delta Electricity, its employees and contractors, in ensuring that fatigue and the risks associated with fatigue are recognised and managed in the workplace.

In recognition of its duty of care, Delta Electricity's policy is to monitor and manage employees' systems of work and work environment to ensure that fatigue does not impair an employee's ability to work safely. Guidelines on these matters are contained in the Corporate Standard for Fatigue (DES SA 001-11).

Employees shall manage their fatigue so as to perform their duties in a safe manner.

Employees impacted by fatigue should not continue to work unless appropriate measures are implemented to control the risks.

Delta Electricity is committed to providing an education program and information that supports the well-being of – and a healthy lifestyle for employees, and assists them in the management of fatigue and sleep.

Delta Electricity shall review, monitor and continually endeavour to reduce the causes of fatigue and risks arising from fatigue in the workplace.

Delta Electricity shall support employees in seeking confidential assistance for fatigue without jeopardising job security, leave or any other entitlements.

Delta Electricity requires contractors to have in place, and to operate in accordance with, appropriate fatigue policies and practices, as part of their occupational health and safety management systems.

## **Policies and Standards**

This policy is supported by the following Delta Electricity Corporate Standards and legislation:

- i. DES SA 001-11 Corporate Standard for Fatigue
- ii. DES SA 001-21 Employee Assistance
- iii. DES SA 001-07 Risk Assessment Management
- iv. Delta Electricity Employees Enterprise Agreement, 2009 and any replacement thereof
- v. Occupational Health and Safety Act 2000
- vi. Occupational Health and Safety Regulation 2001
- vii. Corporate Standard Community leave DES PE 001-10
- viii. Corporate Standard Personal Leave DES PE 001-06
- ix. Personal/Carer's & Bereavement Leave DES PE 001-17
- x. Corporate Standard Long Service Leave DE PE 001-08
- xi. Corporate Standard Sick Leave DES PE 001-07
- xii. Corporate Standard Annual Leave DES PE 001-05
- xiii. Corporate Standard Problem and Grievance Support DES PE 004-03
- xiv. Corporate Standard Discipline DES PE 001-13
- xv. Corporate Policy Review of Attendance DEP PE 002
- xvi. Corporate Standard Attendance Review DES PE 002-01

## **Chief Executive**