








Fatigue Management

1 Statement

Northline recognises that there is a need to control, remove or minimise the risks associated with worker and driver fatigue in our daily business practices. In particular:




-  Working long hours
-  Working at night
-  Long distance driving
-  Physically demanding work
-  Working in hot temperatures
-  Shift work and rotations
-  Being unwell

These all have a potential to expose our staff and contractors to a high risk of being or developing fatigue.

2 Scope

This Policy applies to all workers and vehicle sub-contractor drivers engaged by Northline. This Policy will be part of all new employee and contractor formal inductions at Northline.

This Policy will comply with the following State and National Codes relating to heavy vehicles.

-  Heavy Vehicle National Law Act 2012
-  WA Code of Practice for Commercial Drivers
-  NT Road Transport Code of Practice

3 Objective






Northline will take all reasonable steps to prevent fatigue and abide by all legislation relating to fatigue in our daily business practices.

All workers and contractor drivers will be assessed as “fit for work” prior to commencement of their duties. If persons do show signs of fatigue, then immediate action is taken to ensure the worker or contractor does not carry on their task until they have been assessed as fit for work or taken the necessary rest period break.

4 Responsibilities

Branch and Operations Managers have a direct responsibility for ensuring that fatigue is managed daily for their workers and contractors.











The responsibility for ensuring the management of fatigue though Northline’s business operates at a broad range.

-  National Linehaul and Fleet Manager - linehaul and local contractors have BFM certifications where appropriate and recording work rest hours
-  National Compliance Manager and National HSE Manager - Fatigue Policy formulation and Branch adherence to fatigue procedures
-  Freight Scheduler and Fleet Controller - driver pre trip fatigue checks
-  Fleet Controller - driver work and rest hour record checking
-  National HR Manager - training in Fatigue Management, new staff inductions

5 Resources

In the course of managing fatigue within our business, Northline have developed a series of training tools, controls and “Safe Work Instructions.”

These include, but are not limited to:

-  External BFM Accreditation for vehicle “schedulers” and relevant drivers
-  Working to Standard Hours
-  Linehaul driver - pre trip fatigue checking
-  Local driver - fit for work check
-  Daily checks on driver work and rest hours / run sheets
-  Driver / Contractor auditing
-  Safe Driver Plans for linehaul trips
-  Valid medical checks for drivers required to perform BFM
-  Provision of suitable Depot amenities for worker/drivers rest
-  Recording of fatigue related incidences



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