



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

When was it published?

The new standard is a revision to the previous standard. It was published in a modularised format in **December 2019**.

What's changing?

The previous standard only covered safety critical workers, but the new standard **applies to everyone** within Network Rail and those working on Network Rail infrastructure, assets & systems.

Unlike the previous standard it does not impose limits on what people can work but instead **introduces 'trigger conditions'** where mitigating actions are required.

It reinforces a consistent risk management based approach to tackling fatigue in our business.

When do I have to comply?

In recognition of the need to embed fatigue management behavioural and cultural change, the compliance date is **October 2022**.

This may feel like a long way away but there is a lot of work we can all be doing now to make the transition in time.



What should I be doing now?

- Take the [Fatigue Awareness eLearning](#).
- [Read the standard](#). An [eLearning technical briefing on the standard is available too](#).
- [Make contact with your local fatigue reduction lead](#) to learn more about your area's local transition planning.
- Join the [Fatigue Reduction Yammer page](#) to receive regular fatigue related posts and information.
- Include a discussion on fatigue in your team meetings and 1-1s.
- Consider the use of the Karolinska Sleepiness scale to start the conversation about fatigue in your team (see our 'How alert are you?' document for more information)

Things to talk about in your team...

- Has anyone ever felt fatigued at work?
- What caused it?
- How did they know they were fatigued (what were the signs)?
- What did they do about it?
- Would the team report fatigue? Who to?



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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"> No lookout duties No Individual working alone No safety critical duties without additional controls 	<ul style="list-style-type: none"> No driving duties Minimum 12 hours rest before next period of work
More than 72hrs in 7 rolling days	Both	<ul style="list-style-type: none"> No lookout duties No Individual working alone No safety critical duties No management of trains 	<ul style="list-style-type: none"> No driving duties No OTP operation No OTM operation Minimum of 24 hours rest before next period of work
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	