



SECTION 3

CHAPTER 14

FATIGUE MANAGEMENT

Purpose To establish our expectations for a fatigue management program.

Scope Applies to all Gravity Oilfield Services, LLC equipment and operations.

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Requirements

The Safety Director or his designee will be responsible for enforcing this policy.

The Safety Director or his designee will provide initial and annual training on how to recognize and control fatigue. The training will also include appropriate work and personal habits, and how to report fatigue related issues to supervision.

In an effort to control fatigue and increase mental fitness, management and supervision will work together to set work hour limitations, control job rotation schedules, and allow for sufficient sleep. These practices will also decrease employee turnover and absenteeism.

Ergonomic equipment will be used to improve workstation conditions such as anti-fatigue mats for standing, mechanical lifting devices and other ergonomic devices as deemed appropriate. Computer workstations will also be made ergonomically correct. Proper lighting will also be made available.

Workstations will be provided with a heating and cooling system. Outdoor workers will be provided with a shelter for protection from adverse weather.

Work tasks will be analyzed and evaluated periodically by supervision to improve efficiency and control fatigue.

Chairs, benches, etc., will be provided for workers to sit periodically, and periodic rest breaks will be provided for personnel.

Employees will report fatigue and lack of mental fitness that affects their ability to make safety critical decisions to supervision and/or management personnel. Supervisors or management will take appropriate actions to correct these issues.

Employees must not chronically use over-the-counter or prescription drugs to increase mental alertness. Employees will be discouraged from taking any substance known to increase fatigue in that employee, including fatigue that sets in after the effects of the drug wear off.

All affected supervisors and employees will also be trained on the Fit For Duty and Stop Work Authority policies. The Stop Work Authority policy gives all employees and supervisors the authority to shut down any job if conditions seen to be unsafe.