

Project:	Lynch Depots + Client Site	RA No:	55	Review Date
Operation / Task:	Fatigue Management	Persons at risk:	All Employees	31/01/2027
Location / Area:	Lynch Depots/Client Sites	Public at risk:	No	
Monitoring Responsibility:	HSQE Team, Operatives/Supervisors, Compliance Manager, Labour/Recruitment Manager, Workshop Managers, Transport Managers			

KEY

S = Severity Rating

L = Likelihood of Occurrence

RR = Risk Rating

Most effective
Least effective

1. Negligible	1. Improbable	5	5	10	15	20	25	R Unacceptable risk, plan out or add further controls. O Acceptable only if no other method viable & with high level controls in place. Y Acceptable with suitable controls. G Acceptable, no further action required.
2. Minor Injury	2. Remote 1 – 10%	4	4	8	12	16	20	
3. Major Injury (RIDDOR)	3. Possible 10 – 50%	3	3	6	9	12	15	
4. Fatality	4. Probable 50 – 90%	2	2	4	6	8	10	
5. Multiple Fatality	5. Almost certain 90%+	1	1	2	3	4	5	

Likelihood

Activity	Hazards/Risks Identified	Risk Rating			Control Measures	Residual Risk			Responsibility
		S	L	RR		S	L	RR	
Fatigue Management on all client sites and Lynch Depots	<p>Fatigue is generally considered to be a decline in mental and/or physical performance that results from prolonged exertion, sleep loss and/or disruption of a person's 'internal clock'. The employee can directly or indirectly cause harm or serious injury to themselves and others through.</p> <ul style="list-style-type: none"> • lack of attention • reduced co-ordination • underestimation of risk • a reduced ability to process information 	4	4	16	<p>All Lynch employees to be briefed on RA55 Fatigue Management as well as Lynch Work Safe Policy and Working Hours Policy.</p> <p>Night Shifts</p> <ul style="list-style-type: none"> • Restrict number of night shifts (to 4 maximum if possible). • Allow at least 2 days off following night shift. • Avoid keeping workers on permanent night shifts. <p>Early starts</p> <ul style="list-style-type: none"> • Move early shift starts before 6am forward (e.g., 7am not 6am start). • Limit the number of successive early starts e.g., before 7am (to 4 maximum if possible) • Shifts involving an early start should be shorter in length to counter the impact of fatigue later in the shift. <p>Shift length.</p> <ul style="list-style-type: none"> • If 12-hour shifts worked then no overtime worked in addition. • Avoid long working hours (more than 50 hours per week). • If 8/10 hour shifts then no more than 4/2 hours additional overtime to be worked. • Restrict 'back to backs' with 8 hour shifts and avoid entirely with 12-hour shifts. 	4	2	8	<p>HSQE Team</p> <p>Workshop Managers</p> <p>Compliance Manager</p> <p>Depot Managers</p> <p>Transport Managers</p> <p>Labour/Recruitment Manager</p>

Project:	Lynch Depots + Client Site	RA No:	55	Review Date
Operation / Task:	Fatigue Management	Persons at risk:	All Employees	31/01/2027
Location / Area:	Lynch Depots/Client Sites	Public at risk:	No	
Monitoring Responsibility:	HSQE Team, Operatives/Supervisors, Compliance Manager, Labour/Recruitment Manager, Workshop Managers, Transport Managers			

KEY

S = Severity Rating

- Negligible
- Minor Injury
- Major Injury (RIDDOR)
- Fatality
- Multiple Fatality

L = Likelihood of Occurrence

- Improbable
- Remote 1 – 10%
- Possible 10 – 50%
- Probable 50 – 90%
- Almost certain 90%+

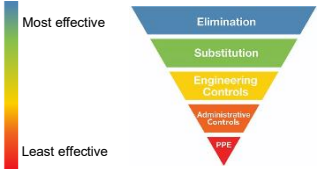
RR = Risk Rating

Severity	5	10	15	20	25
4	4	8	12	16	20
3	3	6	9	12	15
2	2	4	6	8	10
1	1	2	3	4	5
	1	2	3	4	5
	Likelihood				

R	Unacceptable risk, plan out or add further controls.
O	Acceptable only if no other method viable & with high level controls in place.
Y	Acceptable with suitable controls.
G	Acceptable, no further action required.

Activity	Hazards/Risks Identified	Risk Rating			Control Measures	Residual Risk			Responsibility
		S	L	RR		S	L	RR	
	<ul style="list-style-type: none"> • slower reactions • decreased awareness • memory lapses or absent-mindedness • a reduced ability to process information 				<p>Rest periods</p> <ul style="list-style-type: none"> • Allow minimum of 12 hours between shifts and avoid 'quick return' of 8 hours if possible. (Rest period between shifts should permit sufficient time for commuting, meals and sleep.) • Plan some weekends off, advisably at least every 3 weeks. <p>Rotation</p> <ul style="list-style-type: none"> • Rotate shifts quickly (e.g., every 2-3 days). Avoid rotating shifts every 1-2 weeks. • Use forward rotation (morning/afternoon/night) for preference. <p>Social considerations</p> <ul style="list-style-type: none"> • Arrange start/finish times of the shift to be convenient for public transport, social and domestic activities. • Consider travelling time of workforce. • Allow some individual choice where possible to accommodate larks/owls and family commitments. • Keep the timing of shifts regular and predicable but also allow employees to have some flexibility to choose their own work schedule. 				

Project:	Lynch Depots + Client Site	RA No:	55	Review Date
Operation / Task:	Fatigue Management	Persons at risk:	All Employees	31/01/2027
Location / Area:	Lynch Depots/Client Sites	Public at risk:	No	
Monitoring Responsibility:	HSQE Team, Operatives/Supervisors, Compliance Manager, Labour/Recruitment Manager, Workshop Managers, Transport Managers			

KEY	S = Severity Rating	L = Likelihood of Occurrence	RR = Risk Rating																																													
	1. Negligible	1. Improbable	<table border="1"> <tr> <td>5</td><td>5</td><td>10</td><td>15</td><td>20</td><td>25</td> </tr> <tr> <td>4</td><td>4</td><td>8</td><td>12</td><td>16</td><td>20</td> </tr> <tr> <td>3</td><td>3</td><td>6</td><td>9</td><td>12</td><td>15</td> </tr> <tr> <td>2</td><td>2</td><td>4</td><td>6</td><td>8</td><td>10</td> </tr> <tr> <td>1</td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td> </tr> <tr> <td></td> <td></td> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td> </tr> </table> <table border="0"> <tr> <td>R</td><td>Unacceptable risk, plan out or add further controls.</td> </tr> <tr> <td>O</td><td>Acceptable only if no other method viable & with high level controls in place.</td> </tr> <tr> <td>Y</td><td>Acceptable with suitable controls.</td> </tr> <tr> <td>G</td><td>Acceptable, no further action required.</td> </tr> </table>	5	5	10	15	20	25	4	4	8	12	16	20	3	3	6	9	12	15	2	2	4	6	8	10	1	1	2	3	4	5			1	2	3	4	5	R	Unacceptable risk, plan out or add further controls.	O	Acceptable only if no other method viable & with high level controls in place.	Y	Acceptable with suitable controls.	G	Acceptable, no further action required.
	5	5		10	15	20	25																																									
	4	4		8	12	16	20																																									
	3	3		6	9	12	15																																									
	2	2		4	6	8	10																																									
1	1	2	3	4	5																																											
		1	2	3	4	5																																										
R	Unacceptable risk, plan out or add further controls.																																															
O	Acceptable only if no other method viable & with high level controls in place.																																															
Y	Acceptable with suitable controls.																																															
G	Acceptable, no further action required.																																															
2. Minor Injury	2. Remote 1 – 10%	2																																														
3. Major Injury (RIDDOR)	3. Possible 10 – 50%	3																																														
4. Fatality	4. Probable 50 – 90%	4																																														
5. Multiple Fatality	5. Almost certain 90%+	5																																														

Risk Assessment Prepared By:

Paul Lynch

Signature:



Date:

31/01/2026

Risk Assessment Reviewed By:

Daniela Rizvan

Signature:



Date:

31/01/2026



Owner: Head of HSQE

Version: 3

LF263

Uncontrolled if printed or copied. Always check for latest version.

Internal Use

Page 3 of 3