

Deploy Recruitment Group (including Deploy Ltd and Deploy Projects Ltd – hereafter referred to as 'The Company') recognises its responsibilities under the Health & Safety at Work Act 1974 to provide a safe system of work and thereby reduce any potential risk to As Low as Reasonably Practicable. The Company acknowledges the increased risk to our employees, contractors, passengers, visitors, and others affected by excessive working hours.

'Network Rail' Specific Working Hours:

We recognise our responsibilities under Network Rail Standard NR/L2/OHS/003 (including Modules 01–05), Fatigue Risk Management, and NR/GN/INI/001 Guidance on managing door-to-door work and travel time.

The company will endeavour to ensure that all staff working on Network Rail Managed Infrastructure will work within the fatigue parameters set out in the above standards, with the following exceedance criteria:

Level 1 – Amber System Alert

- >60 hours but <72 hours in any 7-day period
- <12 hours between shifts
- >13 shifts in any 14 days
- >14 hours door to door
- FRI >30 (days) – Good Practice
- FRI >40 (nights) – Good Practice

Level 2 – Red System Alert

- >72 hours in any 7 days
- FRI >35 (days)
- FRI >45 (nights)
- FRI Risk score >1.6

Per Network Rail standard NR/GN/INI/001, door-to-door time should not exceed a maximum of 14 hours, provided the working shift does not exceed 12 hours. There is no maximum travel time within the 14-hour limit, but a suitable risk assessment process for managing periods of travel time they consider excessive is in place.

Only authorised managers may approve exceedances following a documented fatigue-risk assessment.

'TfL' Specific Working Hours:

As per S1548, the Company will endeavour to ensure that all staff working on LU operational property will:

- not work more than 12 hours per shift
- have had at least 11 rest hours between shifts
- not work more than 6 consecutive days without 24 consecutive rest hours or
- not work more than 12 consecutive days without 48 consecutive rest hours or
- within any 14 days, have 2 rest periods, each of which is not less than 24 hours

All proposed work on Network Rail Managed Infrastructure or LU operational property must be planned in advance and working hours rostered so that staff are not required to work more than the prescribed times.

Our operatives are aware of the Worksafe procedures and are encouraged not to work excessively if they consider it unsafe. The calculation of working hours must consider any time worked off the railways for the Company. Employees have agreed to report any work undertaken elsewhere.

In general, the Company arranges operative rostering to ensure that operatives do not work during the 12 hours before commencing site works. The operatives are asked to confirm that they have not worked in the 12 hours preceding their rostering. The client will also ask them during the site briefing. Rostering for site activities will be carried out by the client. Operatives must know that unauthorised exceedances will not be paid for and will be subject to disciplinary action.

In addition to declaring safety-critical employment, all operatives must declare any additional employment undertaken outside of the railway industry to ensure fatigue is effectively managed. Non-Safety Critical Roles include, but are not limited to, any job role that falls outside of NWR and Sentinel Scheme governance, such as cleaner, driver, construction worker, or office worker. Operatives shall notify their primary sponsoring company of any additional employment before accepting shifts.

Exceedance of the above rules will only be permitted in exceptional circumstances and will be subject to risk assessment and relevant approval.

The Company will periodically review fatigue-risk controls, working-time compliance and exceedance trends as part of its safety management system.



Paul Smith, Managing Director
12TH January 2026