THE CAPTAIN TAXIS

Your Journey Our Passion!

Fatigue Management Policy

VERSION: JUNE 2026

The Captain Taxis Pty Ltd

1800 222 724 | 02 8046 6989

office.tct26@gmail.com

thecaptaintaxis.com.au

Level 35, One International Towers, 100 Barangaroo Avenue, Sydney NSW 2000

FATIGUE MANAGEMENT POLICY

The Captain Taxis Pty Ltd

Version: June 2026

Document Title	Fatigue Management Policy
Issued By	The Captain Taxis Pty Ltd
Version	June 2026
Applies To	All drivers affiliated with The Captain Taxis Pty Ltd in NSW
Review Frequency	Annually or following any significant incident or legislative change

1. Purpose

The Captain Taxis Pty Ltd is committed to ensuring the safety and well-being of our drivers, passengers, and the general public. This Fatigue Management Policy outlines the strategies and responsibilities for identifying, managing and preventing fatigue to ensure a safe working environment for all.

2. Scope

This policy applies to all drivers affiliated with The Captain Taxis Pty Ltd operating within New South Wales, Australia — including full-time, part-time, and casual drivers, regardless of vehicle type or shift arrangement.

3. Regulatory Framework

This policy aligns with the following legislation and standards:

- Point to Point Transport (Taxis and Hire Vehicles) Act 2016
- Work Health and Safety Act 2011 (NSW)
- National Fatigue Management Guidelines — Transport for NSW
- Disability Standards for Accessible Public Transport (where applicable)

LOCATION

Level 35, One International Towers,
100 Barangaroo Avenue,
Sydney NSW 2000

EMAIL

office.tct26@gmail.com

WEBSITE

thecaptaintaxis.com.au

PHONE

1800 222 724
02 8046 6989

4. Impact of Fatigue in the Workplace

Fatigue can significantly impair a driver's ability to operate a vehicle safely, leading to slower reaction times, reduced concentration, and impaired judgment. Fatigue-related incidents can result in serious accidents, injuries, and fatalities. The impact extends beyond safety — it also affects productivity, job satisfaction, and the overall quality of The Captain Taxis service.

Effect	Consequence
Slower reaction times	Increased risk of collision or near-miss
Reduced concentration	Missed road signs, traffic signals or hazards
Impaired judgment	Poor route or situational decision-making
Microsleeps	Momentary loss of vehicle control
Irritability / mood changes	Negative passenger experience and complaints

5. Causes of Fatigue

Fatigue can be caused by a variety of factors, including:

- **Extended Work Hours:** Working long shifts without adequate rest breaks.
- **Inadequate Sleep:** Insufficient or poor-quality sleep, particularly on night shifts.
- **Cumulative Sleep Debt:** A buildup of fatigue over time from consistently inadequate sleep.
- **Secondary Employment:** Working multiple jobs, especially in physically or mentally demanding roles.
- **Health Issues:** Medical conditions, stress or other factors affecting sleep quality and energy.
- **Irregular Shift Patterns:** Frequent schedule changes disrupting the body's natural sleep-wake cycle.

LOCATION
Level 35, One International Towers,
100 Barangaroo Avenue,
Sydney NSW 2000

EMAIL
office.tct26@gmail.com

WEBSITE
thecaptaintaxis.com.au

PHONE
1800 222 724
02 8046 6989

6. Signs of Fatigue

Drivers must be aware of the following signs and take immediate action when any are experienced:

- Difficulty concentrating or maintaining focus
- Frequent yawning or blinking
- Feeling drowsy or falling asleep briefly (microsleeps)
- Slower reaction times
- Poor decision-making or increased errors
- Irritability or mood changes
- Difficulty remembering the last few kilometres driven
- Drifting out of lane or missing turns

If any of the above signs are experienced, the driver must safely pull over, rest immediately, and contact management before continuing to drive.

7. Fatigue Risk Identification

- **Shift Scheduling:** Regular monitoring of shift patterns to identify and manage potential fatigue risks.
- **Secondary Employment:** Identification of drivers with second jobs and assessment of their total working hours.
- **Driver Feedback:** Encouraging drivers to report feeling fatigued or concerns about their work schedules.
- **Health Assessments:** Periodic health checks to identify health issues that may contribute to fatigue.

LOCATION
Level 35, One International Towers,
100 Barangaroo Avenue,
Sydney NSW 2000

EMAIL
office.tct26@gmail.com

WEBSITE
thecaptaintaxis.com.au

PHONE
1800 222 724
02 8046 6989

8. Driver Responsibility for Fatigue Management

- **Ultimate Responsibility:** While The Captain Taxis Pty Ltd provides guidelines and support, drivers hold ultimate responsibility for managing their own fatigue. Drivers must be well-rested before starting a shift and take breaks as needed to maintain alertness.
- **Self-Monitoring:** Drivers must monitor their own fatigue levels and take proactive steps including taking breaks, adjusting sleep habits, and reporting concerns to management.
- **Disclosure of Secondary Employment:** Drivers must inform management of any secondary jobs, particularly in the transportation industry, to ensure combined hours do not exceed safe limits.
- **Adherence to Policies:** Drivers must comply with work hour limits, rest break requirements, and mandatory day-off policies outlined in this document.

9. Work Hours and Breaks

Rule	Requirement
Maximum shift length	12 hours per shift
Mandatory break prompt	15-minute break prompted after 3 hours of continuous driving
Automatic sign-off	After 13 hours of logged-in time
Minimum rest after sign-off	7 hours before next log-in permitted
Weekly hour limit	Maximum 72 hours per week across 6 days
Mandatory day off	1 day off per week (minimum 4 days off per month)
Second job disclosure	Must inform management; log into Captain Taxis app simultaneously with taxi network

10. Training and Awareness

- **Fatigue Management Training:** All drivers receive training on recognising fatigue, the importance of rest, and procedures for managing fatigue-related risks prior to commencing service.
- **Induction Training:** All new drivers must complete fatigue management induction before their first shift.
- **Ongoing Education:** Regular refresher courses ensure drivers stay informed of the latest fatigue management practices and legal requirements.

LOCATION
Level 35, One International Towers,
100 Barangaroo Avenue,
Sydney NSW 2000

EMAIL
office.tct26@gmail.com

WEBSITE
thecaptaintaxis.com.au

PHONE
1800 222 724
02 8046 6989

11. Monitoring and Reporting

- **Fatigue Reporting:** Drivers must immediately report any fatigue or potential fatigue risks to management.
- **Management Monitoring:** Management will regularly audit work hours, rest periods and shift patterns to ensure compliance.
- **Health Assessments:** Regular health assessments will monitor driver well-being and identify contributing health issues.
- **App-Based Monitoring:** The Captain Taxis app automatically tracks logged-in hours and enforces mandatory rest periods through system-level controls.

12. Consequences of Non-Compliance

Non-compliance with this policy is a serious safety matter. Breaches will be investigated and may result in formal warnings, suspension, or permanent removal from The Captain Taxis platform.

- Verbal or written warning for a first breach.
- Suspension from driving duties pending investigation.
- Mandatory additional fatigue management training.
- Permanent termination of affiliation with The Captain Taxis Pty Ltd for serious or repeated breaches.
- Referral to relevant regulatory authorities where required by law.

13. Policy Review and Updates

This policy will be reviewed at least annually, or sooner following any significant legislative change, operational update, or fatigue-related incident. The current version is effective from June 2026. All drivers will be notified of updates and must acknowledge receipt and understanding of any revised document.

Driver Acknowledgement

I confirm that I have read, understood, and agree to comply with the Fatigue Management Policy issued by The Captain Taxis Pty Ltd (Version: June 2026).

DRIVER FULL NAME

_____

DRIVER LICENCE NO.

_____

SIGNATURE

_____

DATE

_____

LOCATION
Level 35, One International Towers,
100 Barangaroo Avenue,
Sydney NSW 2000

EMAIL
office.tct26@gmail.com

WEBSITE
thecaptaintaxis.com.au

PHONE
1800 222 724
02 8046 6989