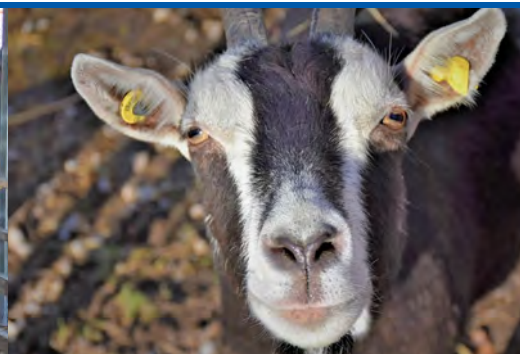




Swan Hill Regional Livestock Exchange Induction



Swan Hill Regional Livestock Exchange – Induction

Version XX

19/06/2024



Introduction

Due to recent changes in legislation regarding Chain of Responsibility (CoR), the first section of this induction provides important information about the Swan Hill Regional Livestock Exchange's (SHRLE) approach to Chain of Responsibility and your responsibilities.

Chain of Responsibility (CoR) laws are now in place and these changes align CoR laws more closely with occupational health and safety laws.

They have a direct impact on you as a stakeholders involved in the SHRLE.

Road laws generally address the action of drivers and the regulated heavy transport industry. Dangerous practices however, such as driving while fatigued, speeding or overloading can be caused by other parties in the supply chain. CoR laws have been implemented and specify that any party in the chain who has the ability to control or influence the transport activity is responsible for safety on the road.

Content of CoR module sourced from: NHVR.gov.au

When does CoR apply?

CoR applies to all parties involved in the supply chain from journey commencement to journey end, and all stages in between.

Some examples include:

- heavy vehicle driver breaches of fatigue management requirements or speed limits
- heavy vehicle driver breaches of mass, dimension, or loading requirements
- where any instructions, actions or demands to parties in the supply chain causes or contributes to an offence under the Heavy Vehicle National Law (the HVNL) for heavy vehicles over 4.5 tones gross vehicle mass.

That includes anything done, or not done (directly or indirectly) that has an impact on compliance, for example:

- schedulers whose business practices place unrealistic timeframes on drivers which cause them to exceed their work rest options
- Loading managers, whose business practices, including loading/unloading times, cause the driver to exceed the speed limit.

Content Source: <https://www.nhvr.gov.au/safety-accreditation-compliance/chain-of-responsibility/about>

The aim of CoR is to make sure everyone in the supply chain shares responsibility for ensuring breaches of the Heavy Vehicle National Laws (HVNL) do not occur.

Under CoR laws if you are named as a party in the chain of responsibility and you exercise (or have the capability of exercising) control or influence over any transport task, you have a responsibility to ensure the HVNL is complied with.

The parties in the Chain of Responsibility for a heavy vehicle (and responsible for CoR compliance) are:

- an employer of a driver
- a prime contractor for a vehicle if the vehicles driver is self-employed
- an operator of the vehicle
- a scheduler for the vehicle
- a loading manager for any goods in the vehicle
- a loader and/or unloader of a vehicle
- a consignor of any goods for transport by the vehicle
- a consignee of any goods in the vehicle
- a loader and/or unloader of any goods in the vehicle.

Please consider which party you fall under and what your role is in complying with CoR compliance.

Who is responsible?

As per the NHVR guidelines and the legislation, you will most likely fall into one of three classes:

Unreliable weight information makes it difficult for drivers to comply with the law.

Operator/manager/scheduler responsibilities

As an operator, manager, or scheduler of a business involved in road transport, your responsibilities also include ensuring that:

- rosters and schedules do not require drivers to exceed driving hours regulations or speed limits
- you keep records of your drivers' activities, including work and rest times
- you take all reasonable steps to ensure drivers do not work while impaired by fatigue or drive in breach of their work or rest options
- vehicles are regularly maintained, and if speed limiters are fitted they are functioning properly
- vehicles are not loaded in a way which exceeds mass or dimension limits
- drivers moving freight containers have a valid Container Weight Declaration
- loads are appropriately restrained with appropriate restraint equipment (see the Load restraint guide for more information).

Consignor/consignee responsibilities

As consignor or consignee your responsibilities include ensuring that:

- loads do not exceed vehicle mass or dimension limits
- goods carried on your behalf are able to be appropriately secured
- operators carrying freight containers have a valid Container Weight Declaration
- your delivery requirements do not require or encourage drivers to –
 - exceed the speed limits
 - exceed regulated driving hours
 - fail to meet the minimum rest requirements
 - drive while impaired by fatigue.

Loading manager/loader/packer responsibilities

Loading managers, loaders and packers must ensure that loading a fatigue-regulated heavy vehicle will not cause or contribute to the driver driving while impaired by fatigue or in contravention of road transport laws.

Loading manager responsibilities include:

- working with other off-road parties to make reasonable arrangements to manage loading/unloading time slots
- ensuring vehicles are loaded/unloaded as quickly and efficiently as possible
- putting systems in place for unexpected jobs – for example where there have been unexpected road delays.

Loader responsibilities include ensuring a vehicle's load:

- does not exceed vehicle mass or dimension limits
- does not cause the vehicle to exceed mass limits
- is placed in a way so it does not become unstable, move or fall off the vehicle.

Packer responsibilities include ensuring:

- documentation about the vehicle's load is not false or misleading
- any goods packed in a freight container do not cause the container's gross weight or safety approval rating to be exceeded (also see [Container Weight Declarations](#)).

SHRLE staff will be monitoring and logging performance of all stakeholders in line with CoR requirements.

Infringements for breaches will be issued without hesitation, along with site bans for repeated breaches.

The SHRLE is committed to best practice CoR implementation now, and into the future. Part of this commitment is reinforcing the regulations and laws for all parties on site.

What you must do

As a party in the supply chain, the best way to comply, with CoR requirements, is to have safety management systems and controls in place, such as knowledge and education, business practices, training, procedures and review processes that:

- identify, assess, evaluate, and **control risk** - for every load, every time, and all areas of the CoR laws that apply to you and your business
- **manage compliance** with speed, fatigue, mass, dimension, loading and vehicle standards requirements through identified best practice
- involve **regular reporting**, including to executive officers
- **document** or record actions taken to manage safety

At the SHRLE, all directions, signage, policies and administration of the facility are designed to protect the facility and you as a worker or user of the facility. Please comply with all signage, directions and procedures within our facility.

Failure to comply with CoR requirements, specifically in relation to load, mass, dimension, speed, fatigue and vehicle standards will result in a formal warning and then a ban from site issued by SHRLE and Swan Hill Rural City Council when breaches are identified.

The National Heavy Vehicle Regulator has a CoR Gap Assessment Tool which may be of benefit, and available from their website under Chain of Responsibility Gap Assessment. <https://www.nhvr.gov.au/cor-gap-assessment/views/>

The Swan Hill Rural Council is committed to providing the safe and efficient operation of the Swan Hill Regional Livestock Exchange (also referred to as SHRLE or saleyards).

Information, instructions and training is provided to Council employees, third party users and visitors, to ensure they have the appropriate knowledge and skills to undertake tasks in a manner which is safe for themselves and others at the Centre.

<https://www.nhvr.gov.au/safety-accreditation-compliance/chain-of-responsibility>



[National Heavy Vehicle Regulator Obligations](#)

Occupational Health & Safety

The Swan Hill Regional Livestock Exchange is committed to the provision of the highest possible standard of Occupational Health and Safety (OHS) to ensure employees, third party users or visitors, so far as is reasonably practicable, are safe from risks.

Our policy focuses on working together with employees, third party users and visitors to ensure they are working in a safe environment. To assist us in providing this standard it is expected that you follow the Occupational Health and Safety policies, procedures and safe work instructions of the SHRLE

The following definitions specifically apply to the SHRLE workplace:

Employees:

Include all persons performing work under the direction of, or on behalf of Council.

Third Party Users include the following:

- Agents and their employees
- Employees of the Associated Agents
- Persons unloading or loading cattle without an Agent Present
- Persons using the truck wash
- Contractors and their employees
- Consultants and their employees
- Canteen operators and their employees
- Veterinarians working on site

Visitors:

Anyone that attends the site and does not carry out work activities and is escorted around the site by a Council employee or Agent.



The Swan Hill Regional Livestock Exchange is located on the corner of Saleyards Road & Karinie Street Swan Hill, just off the Murray Valley Highway.

Employees and Third Party Users Responsibilities

While at work, a worker must:

- Take reasonable care of their own health and safety
- Take reasonable care that any acts or omissions do not adversely affect the health and safety of other persons
- Comply with an reasonable instruction, as far as reasonably able, given by Council to comply with their legal obligations
- Cooperate with any reasonable policy or procedure of Council in relation to health and safety in the workplace
- Participate in the consultation process on all matters in relation to WHS
- Report hazards, incidents and near misses as soon as reasonably practicable using Council's reporting procedure
- Take all reasonable precaution to protect other workers or visitors from risks to their OHS which may occur as a result of any work activity that may endanger them

High risk work

Safe Systems of Work should be in place for all work undertaken at the SHRLE.

All high risk work requires a documented Safe System of Work. An example would be a Safe Operating Procedure (SOP) or a Safe Work Method Statement (SWMS).

Council's SWMS are located:

- In the Saleyards Supervisor's Office

Transport operators, including producers that transport their own cattle, sheep and Truck Wash users will be required to provide Council with relevant documented Safe Systems of Works for all such work undertaken.

Swan Hill Regional Livestock Exchange - Normal Operating Hours

Monday- 0730 - 1630

Tuesday – 0730 - 1630

Wednesday – Cattle Curfew @ 7pm

Thursday – Sheep Curfew @10:30am - Cattle & Sheep Sale Day

Friday – 0730 - 1500

Entry to The SHRLE is restricted outside of normal operating hours unless organised prior with yard Team Leader.

The Truck Wash is open 24 hours a day 7 days a week with AvData Key access.

Signage

Signage is placed around the yards providing information for your safety and the conditions of use. It is your responsibility to observe all signage and act in accordance with any directions given on site.

Amenities

Amenities are provided for your use including toilets, showers, canteen and truck wash. Please keep them clean, tidy & respect them. Report any issues to the Saleyards Team Leader. Ablution access is available 24 hours at the Truck wash & via Cafe on Karinie with AvData key entry after hours.

Dogs

All dogs within the SHRLE must be muzzled.

Alcohol & Other Drugs

All persons undertaking work at the SHRLE are expected to attend in a 'fit for work' state. Accordingly, a person adversely affected by alcohol or any other drug is not permitted on site.

In addition, persons must not have alcohol or any other drug that may pose a risk to health and safety in his or her possession or consume any alcohol other drug that may pose a risk to health & safety whilst at the workplace.

Any person found in breach of the above will be removed from the premises and appropriate action taken.

Children Under 16

The SHRLE is a workplace and has a range of potential hazards, some life threatening, which is why it is preferable that children under the age of 16 are not brought to the facility. However it is recognised that on occasions it is unavoidable, in which case:

- A child under 16 years of age must be accompanied by a responsible adult at all times
- This includes Amenities and the canteen
- Accompanied means in range of touch

Note - Failure to comply is a breach of condition of entry to the SHRLE.

Personal Protective Equipment

Within the yards and the working areas you are required to be dressed in suitable clothing that does not pose a safety risk:

- Work Boots with non-slip soles
- Long leg pants, work overalls or knee length work shorts

Areas on site requiring specific PPE will be sign posted.

You must not enter these areas without the appropriate PPE.

For all workers when outside:

- You must wear a wide brimmed hat
- You must wear sunscreen, which is available at the Weighbridge Office.

For all workers when in an office:

- You must wear covered in shoes
- You must wear appropriate attire

Infectious Diseases

At the SHRLE you may be exposed to blood or bodily fluids including faeces. This increases your risk of contracting zoonotic diseases such as Q Fever.

It is recommended that all workers at the SHRLE are immunized against Q Fever or use a dust mask.

Emergency Response

Emergency information will be displayed on the SHRLE notice board in the selling ring.

It is important that everyone is aware that the designated emergency assembly point is located in the car park.

In the event of an Emergency

- A call to 000 will take place
- Follow the directions of the Chief Fire Warden
- Remain at the assembly point until you are advised you can go by emergency services

Should you have any queries or concerns please contact the Saleyards Team Leader.

It is also important that everyone is aware of where emergency equipment is located.

Fire Extinguishers are located in the Yard Workshop at the rear of the yards, Weighbridge Office and the Selling Ring Platform. The Cafe' also has extinguishers and the AED.

Emergency information will be displayed on the Swan Hill Regional Livestock Exchange notice board inside the selling ring.

It is important that everyone is aware that the designated emergency assembly point is located in the car park.

In the event of an emergency:

- A call to 000 will take place
- Follow the directions of the Council employee
- Remain at the assembly point until you are advised you can go
- Wait for further instructions



Should you have any queries or concerns, please contact the Saleyards Supervisor.

It is also important that everyone is aware of where the emergency equipment is located.

Fire extinguisher are located:

- In the Saleyards Supervisor's office
- In Cafe' on Karinie
- In the Cattle Selling Ring
- Yard Workshop at the rear of the yards

First aid

First aid equipment is available for use by employees, third party users and visitors at the following locations on site:

- Sale yard Team Leader's Office/Scale house
- Yard Workshop
- Cattle selling Complex

The AED is located inside the back door within the Karinie Street Café

Swan Hill Regional Livestock Exchange Team Leader trained in First Aid.

Incident reporting and investigation

Council's OHS Incident Report Form is to be completed by anyone involved in an incident, injury, illness, damage or near miss and Council's OHS Incident Reporting and Investigation Procedure should be following.

In the event of an incident, injury, illness, damage or near miss you must:

- Take appropriate, immediate action to minimise the risk of further injury or damage
- Seek medical treatment or Call 000 if required
- Notify the Saleyards Team Leader as soon as possible
- Complete an incident report
- Co-operate in any investigation

Reporting of OHS incidents and near misses is essential for Council to comply with insurance and legislative obligations. It also assists in the identification of hazards in the workplace. It is important to capture these instances to ensure corrective actions can be implemented to prevent a reoccurrence.

Inspections and audits

The best way to minimise injuries is to identify and report hazards and safety issues to the Saleyards Team Leader as soon as possible.

The Saleyards Team performs daily and weekly inspections to ensure, where possible, that hazards and safety issues are identified and appropriately controlled and that the Centre is in good working order. OHS Audits are also completed by the OHS Officer.

Reporting hazards and safety issues

From time to time you may notice a hazard or a safety issue. These should be reported to the Saleyards Team Leader.

You may need to complete the appropriate online form so the hazard or safety issue can be investigated and appropriate action taken.

Livestock safety tips

It is important to remember that livestock are unpredictable and if not handled and managed appropriately can put you and others in danger of being seriously injured or potentially killed.

The SHRLE promotes the use of low stress handling techniques to ensure livestock remain calm at all times and to minimise any bruising or injury.

When working with livestock remember:

- They do not like to enter dark or enclosed areas and may be reluctant to enter lower decks of trucks
- Be aware and alert at all times
- Inspect the area to ensure it is free from obstacles, in working order and when pens are available before unloading
- Make sure there is not a gap between the ramp and truck
- Load and unload slowly, keep animals calm
- Make sure animals have a clear escape route and can move calmly in that direction
- Do not make sudden movements and be patient
- Always have an escape route
- Wherever possible stay out of the pen
- Keep a safe distance from cattle

Only those people that have been inducted to the site are permitted to work with cattle in the yards.

If you are aware that persons are in the yards that have not been inducted, you have an obligation to ask them to leave the yards.

Cattle handling

The Agents are responsible for handling of cattle including:

- Drafting and penning
- Mouthing
- Cattle movements and management during the sale
- Post sale sorting and management

The Agents are to ensure that only inducted persons are inside the yard area and animal welfare is maintained.

The procedures for cattle handling include:

- Eliminating potential hazards through physical separation of people and cattle or risk control measures where physical separation is not possible
- Securing gates
- Animal welfare



Refer to SafeWork Australia's guide to managing risks with cattle

Animal welfare and Agent (or representatives) responsibilities

The SHRLE promotes the use of low stress handling techniques to ensure livestock remain calm at all times and to minimise any bruising or injury.

Stock entering SHRLE must comply with MLA's national 'Fit to Load' guide & NLIS Obligations. Under the Livestock Disease Control Act 1994, any & all Livestock must be tagged in accordance with NLIS Obligations & a record of their arrival & departure must be conducted.

Resources:



Fit to Load Guide



Cattle Traceability Standard



Sheep & Goat Traceability Standard

Livestock Disease Control Act 1994

SHRLE will not tolerate animal cruelty including excessive use of cattle prodders. The preferred prodder is the cattle flapper or bamboo & plastic bag.

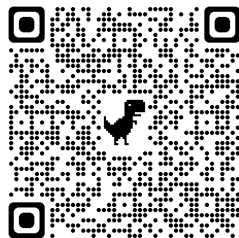
If it is found that persons are using prodders excessively, with excessive force or any other form of animal cruelty they may be removed from the facility.

Anyone that is working at SHRLE is bound by the Regional Livestock Exchange Local Law 2021. This Local Law applies to the Swan Hill Regional Livestock Exchange.

<https://www.swanhill.vic.gov.au/Our-Council/Plans-policies-strategies-and-corporate-documents/Regional-Livestock-Exchange-Local-Law-2021>

The objectives of this Local Law are to:

1. Assist in the documentation of procedures and the expectations of Swan Hill Regional Livestock Exchange users such that accreditation to the National Saleyards Quality Accreditation can be achieved;
2. Provide for the setting and collection of fees from Stock Agents and Vendors selling livestock through the Swan Hill Regional Livestock Exchange and to prescribe the level of those fees;
3. Enable the Swan Hill Regional Livestock Exchange Manager to prescribe the days and hours during each day on which sales can be held at the Swan Hill Regional Livestock Exchange;
4. Protect Council assets and facilities at the Swan Hill Regional Livestock Exchange;
5. Promote and enforce appropriate adherence to Occupational Health and Safety practices at the Swan Hill Regional Livestock Exchange;
6. Control and prevent behaviour within the Swan Hill Regional Livestock Exchange which is a nuisance, or which may be detrimental to health and safety;
7. Control the use of the Swan Hill Regional Livestock Exchange at all times;
8. Control the use of dogs at the Swan Hill Regional Livestock Exchange;
9. Regulate smoking and the consumption of alcohol at the Swan Hill Regional Livestock Exchange; and
10. Provide for fair and reasonable treatment of animals, and the application of adequate animal husbandry practices at the Swan Hill Regional Livestock Exchange.



Livestock Disease Control Act 1994

Livestock Euthanasia

At times livestock may need to be euthanised. Council has procedures in place to ensure livestock are euthanised using humane methods and techniques.

The following methods may be used:

- Bolt action gun
- Firearm

Council holds a firearms licence and only those on the approved list are allowed to euthanise livestock at the Saleyards.

Report any injured or deceased livestock to the Saleyards Team Leader immediately.

Traffic Management

The Swan Hill Regional Livestock Exchange has constant traffic movement putting people at risk.

All persons should be aware of potential traffic hazards and:

- Pay attention to and obey traffic signage
- Ensure trucks park beyond the boom gate next to the Truck Wash
- Pay close attention to vehicles moving in the loading/unloading area
- Watch for pedestrians



Livestock delivery

The transport operator is to ensure safe systems of work are in place and that their employees are trained and have the knowledge and skills in animal husbandry to unload the livestock. As part of our OHS obligation, Council will consult with the transport companies to ensure potential hazards or safety issues can be eliminated or controlled.

Before loading and unloading

Before commencing to load/unload, it is a condition of use that the transport operator undertakes a visual inspection to ensure all ramps and equipment are safe to use.

Only upon completion of the visual inspection and confirmation that all equipment is in working order will unloading commence.

DO NOT use faulty equipment.

Report any Occupational Health Safety issues to the Saleyards Team Leader.

During unloading

- It is the responsibility of the Transport Operator to unload the livestock from the truck and down the ramp
- Separation should be maintained between the person unloading and the livestock
- If separation is not possible ensure there is an easy escape route
- Extreme caution should be exercised at all times
- When unloading is completed all equipment must be left in good working order & ramps put all the way down for the next user.
- All gates are to be secured
- Please refer to Australia's guide for safe design of Livestock Loading Ramps.
<https://www.lrtav.com.au/ramps/>
- This guide provides information on the safe design, construction and operation of livestock loading/unloading ramps and forcing yards. The purpose of the guide is to promote safer workplaces for people in contact with livestock loading facilities and to improve animal welfare outcomes

Truck wash

The Truck Wash facility is provided as a service to the stock transport industry and all users of the Truck Wash are required to follow the conditions of use.

Note: Failure to comply with the conditions of use listed may result in further action being taken including the truck wash being turned off and your AvData key being deactivated.

Truck wash conditions of use

The Truck Wash is ONLY to be used for the cleaning of Livestock transport vehicles.

- NO passenger vehicles; including four wheel drives or tankers are permitted to use this facility
- All persons using the Truck Wash MUST be inducted to the site and be able to produce their Council Induction Card when requested
- Climbing the sides of crates and being on top of trucks is prohibited except when using a documented and approved safe system of work for managing the risk of falls

Where there is no documented and approved safe system of work in place for managing the risk of falls, the crate must be washed out from inside the crate or from the ground.

- Degreaser and other chemicals are not permitted
- All users are to wash down the concrete after each use to ensure the areas is left clean and hygienic
- All animals are to be removed from the truck prior to the crate being washed out
- All incidents and hazards are to be reported to the Saleyards Supervisor



Fall prevention

Work above two (2) meters in height is prohibited without a documented and approved safe system of work for managing the risk of falls.

The following applies to ALL working at heights tasks:

- Work must be in accordance with your documented and approved safe system of work
- You must have authorisation from the Manager or Team Leader before work commences
- Fall protection **MUST** be in place before work commences
- Equipment must be compliant and in good working order
- Where a fall arrest system is implemented you must have at least one other person on site who is aware of the emergency rescue plan
- Climbing the sides of crates and being on top of trucks is prohibited except when using a documented and approved safe system of work for managing the risk of falls

Hazardous manual tasks

Manual handling is a major activity of all workplaces. Most tasks have some degree of manual handling and if not managed correctly can, and do, lead to injury.

If the task involves any of the following characteristics it can be identified as hazardous:

- Repetitive or sustained force
- High or sudden force
- Repetitive movement
- Sustained and/or awkward posture
- Exposure to vibration



Unnecessary risks when moving large, bulky or awkward items should be avoided on site. Consideration to an alternative method other than manual handling should always be considered, including mechanical aids where available.

When undertaking manual handling of any task, the following must be considered:

- Check weight and dimension of object (not by lifting it, kick it and look for signs)
- Always use team lifting or mechanical aids for large, awkward or bulky items
- Ensure that your path is free from obstruction
- Stand as close as possible to the load
- Bend your knees and keep your back straight
- Remember, if in doubt **Do not lift!**



Hazardous substances

Employees are required to follow Council procedures for using, handling, generating and storing hazardous substances and materials.

Third party users and visitors should not use, handle, store or bring to site any hazardous substances and materials, without prior approval from Council.

Any person involved in using hazardous substances or materials must have familiarised themselves with the relevant Safety Data Sheet(s) and use appropriate Personal Protective Equipment (PPE).

Any spills of hazardous substances and materials should be reported to the Saleyards Team Leader immediately.

Safety Data Sheets are located with the emergency manual in the Saleyards Team Leader's office.

Managing Electrical risks

Electrical accidents can result in serious injuries and death. You should not attempt, under any circumstances to undertake any electrical repairs. These activities should only be conducted by a qualified electrician.

When using electrical items, consider the following precautions:

- Ensure all electrical equipment is inspected by an approved person and suitably tagged
- Do not use electrical equipment or leads where there are signs of damage such as a frayed cord or use of insulation tape
- Report faulty, broken or poorly maintained electrical equipment
- Only use electrical equipment for the purpose it was designed
- Use electrical equipment in a safe and responsible manner
- Conduct pre-use visual checks of electrical equipment to ensure tags are in place and that equipment is safe to use
- Only operate equipment for which you have been trained



Note: Report immediately any fault with equipment being used to the Saleyards Team Leader.

Harassment

Harassment can be defined as conduct or behavior which is unwelcome, unwarranted and unsolicited and causes a hostile working environment. Harassment occurs when someone is made to feel intimidated, insulted or humiliated because of their (or their friend, partner, associate's etc.) race, colour, national or ethnic origin, sex, disability, sexual preference or some other characteristic specified under anti-discrimination or human rights legislation. Sexual harassment is a form of harassment which includes unwelcome sexual advances, unwelcome requests for sexual favors or unwelcome conduct of a sexual nature.

Bullying

Bullying occurs where an individual or group of individuals repeatedly behaves unreasonably towards a worker or a group of workers, while at work, and that behaviour creates a risk to health and safety.

Discrimination

Discrimination can be intentional or unintentional, direct or indirect and occurs when people are excluded from benefit or opportunity because of:

- A characteristic which is irrelevant to the job, such as sex, age, race, disability, sexual preference, transgender, marital status or carers responsibilities is used as a barrier
- A stereotypical assumption is made about a person associated with these characteristics

Zero tolerance

Harassment, bullying and discrimination will not be tolerated at the Swan Hill Regional Livestock Exchange. Suspected harassment, bullying or discrimination should be reported to the Saleyards Supervisor or the Manager immediately to allow these matters to be investigated.

Managing Fatigue

Fatigue is more than feeling tired and drowsy, it is a state of mental and/or physical exhaustion that reduces a person's ability to perform work safely and effectively.

Fatigue can be caused by:

- Prolonged or intense mental or physical activity
- Sleep loss or disruption of your internal body clock
- Long shifts
- Short recovery times between shifts
- Strenuous jobs
- Long commuting times
- Poor sleep
- Family demands

Fatigue may increase the risk of incidents because of a lack of alertness and slower reaction times. It can also affect the ability to make good decisions.

Employees and Third Party Users should ensure that they manage fatigue effectively to ensure that they do not pose a risk to their own or others health and safety.



This can be done by:

- Using and taking appropriate time off work to recuperate in order to be fit for work
- Avoiding behaviors and practices that contribute to fatigue and which could place themselves and others at risk
- Recognising the signs of fatigue that could place themselves or others at risk in the workplace, and taking appropriate action

Things to remember

- Safety is **EVERYONE'S** responsibility
- As a user of the Swan Hill Regional Livestock Exchange you need to do your bit to ensure your safety and the safety of everyone else
- It is in **EVERYONE'S** interest to think and work safely
- You can help and your ideas are valuable

By selecting SUBMIT you are confirming that you have read and understand your responsibilities whilst operating at SHRLE.

You understand your responsibilities regarding OHS obligations, Animal Welfare, Fit to Load/Fit for Sale, and your operational expectations. You will be sent an induction card. It is expected that you will carry & be able to produce your induction card whilst on sight.

After selecting SUBMIT you will be prompted to provide: your Name, Address, Employer and contact details.

These details must be provided in order to complete your Saleyard induction in accordance with National Saleyard Quality Assurance Program (NSQA), AUSVETPLAN for Saleyards & Transport, Animal Welfare Code of Practice, POCTA & Swan Hill Rural City Council OHS program.

Follow the below links for additional and more detailed information:

<http://www.animalwelfarestandards.net.au/saleyards-and-depots/>

<http://nsqa.com.au/>

<https://agriculture.vic.gov.au/>

<http://www.mla.com.au/>

<http://www.alpa.net.au>

<http://www.alpa.net.au/UserFiles/File/Documents/ALPASaleyardBestPractice10309.pdf>