



Fighting Fatigue

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Introduction



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Vice President, Programs & Operations – Prevention Services, WorkCare, Inc.

- Over 23 years experience preventing and managing MSDs
- 11 years in Industrial Injury Prevention, Ergonomics & Safety
- Joined WorkCare May 2019 – Present Role
 - Created, deployed and managed comprehensive injury prevention and ergonomic solutions for clients
- 5 years Senior Safety Program Manager for Pacific Gas & Electric
 - Managed Industrial Athlete Program and Industrial Ergonomics
- 1-year providing care as an Industrial Injury Prevention Specialist in utility
- Certified Ergonomic Assessment Specialist
- Master’s Certificate in Ergonomics COEH – UC Berkeley
- NATABOC Certified Athletic Trainer since 2006
- 12 years in sports medicine
- Bachelor’s degree, Athletic Training/Sports Medicine – Fresno State University
- M.Ed. Kinesiology – University of Texas, Tyler



Fatigue

It means you didn't get enough sleep right?

Identifying Cumulative Risk



- Shared challenges
 - Sleep
 - Nutrition
 - Shifts/OT
 - Coping
- Unique challenges

The 8 Dimensions of Wellness

1. Emotional
2. Environmental
3. Financial
4. Intellectual
5. Occupational
6. Physical
7. Social
8. Spiritual

Each plays a role in overall well-being and can significantly impact fatigue levels

Dimensions are interconnected

Improving one area can positively impact others, leading to reduced fatigue and better overall health



Comprehensive Wellness Initiatives

Solutions

- Hydration stations
- Ergonomics program
- Stretch and flex
- Regular short breaks
- Health education
- Healthy snacks
- Meal services
- Fitness programs
- Physical activity challenges
- Counseling services

Comprehensive Wellness Initiatives

Solutions

- Onsite Wellness Professional
- Nutrition and Wellness Coaching
- Biometric Screenings
- Annual Blood draws
- Mindfulness Programs
- Peer Support
- Volunteer Opportunities
- Financial Wellness
- Social Spaces
- Employee Resource Groups

Create a Culture of Wellness = Safety

1. Leadership commitment
2. Employee engagement
3. Comprehensive wellness program
4. Continuous Improvement
5. Celebrate wellness achievements

Wellness integration into the organizational culture creates a more resilient and productive workforce, which is a fundamental aspect of an effective,



Identifying Where to Start

- Where to start
- Culture
- Productivity requirements
- Resources
- Who to involve
- Change management



Who is involved?

- Legislative and regulatory requirements
- Duty holders
- Fatigue definition and risk
- Identify who needs a plan and each plan member's role
- Commitment and consultation
- Documentation
- Implementation
- Evaluation
- Risks and controls



Improved Fatigue Models

Risk factor	Control measures to consider
<i>Mental and physical demands of work</i>	
<p>These include, for example:</p> <ul style="list-style-type: none"> ● repetitive or monotonous work; ● sustained physical or mental effort; ● sustained and/or complex physical or mental tasks 	<ul style="list-style-type: none"> ● Re-design jobs to eliminate boring, repetitive tasks ● Improve communication ● Provide training to allow multi-skilling and effective job rotation ● Use alarms and monitors, particularly for solo work (eg driving vehicles) ● Use plant, machinery and equipment to eliminate or reduce the excessive physical demands of the job ● Reduce the amount of time employees/workers need to spend performing sustained physically and mentally demanding work ● Ensure there are adequate employees/workers and other resources to do the job without placing excessive demands on staff ● Roster enough employees/workers during peak times and demands ● Ensure adequate breaks during shifts to allow recovery ● Allow supervisors and employees/workers to reschedule tasks if fatigue becomes a problem ● Ensure work demands gradually increase towards the middle of the shift and decrease towards the end ● Eliminate sources of risks that might exacerbate fatigue (eg lack of job control, manual handling, extremes of temperature) ● Improve communication processes ● Improve the duration and timing of work ● Ensure safe and efficient shift hand-over

Improved Fatigue Models

Appendix 3: Tips for individuals on avoiding fatigue

These tips are meant for workers/employees who may be subject to fatigue.

Sleep	<ul style="list-style-type: none">• The best sleep is night sleep• If sleeping during the day, darken the room and allow more time than normal to fall asleep• Choose a quiet, peaceful place to sleep and adhere to a routine• Seven to eight hours uninterrupted sleep is adequate• Seek medical advice for excessive snoring, irregular breathing and insomnia
Drugs and alcohol	<ul style="list-style-type: none">• Avoid excessive consumption of alcohol – it affects quality of sleep• Avoid stimulants – they delay the need for sleep• Do not consume coffee or tea before going to bed
Medical conditions	<ul style="list-style-type: none">• If you have a medical condition, you should seek advice from your doctor if you are in a job that involves shift work or long working hours• Tell your employer about any medical conditions that may limit your ability to work or make you susceptible to fatigue• Ask your doctor for an alternative medication if it causes you drowsiness when you need to be awake
Fitness	<ul style="list-style-type: none">• Maintain a basic level of fitness• Exercise regularly• Keep your weight in check – obesity contributes to sleeping disorders

Modified from the WorkSafe Victoria and NSW WorkCover report. *Fatigue prevention in the workplace*. 2008.



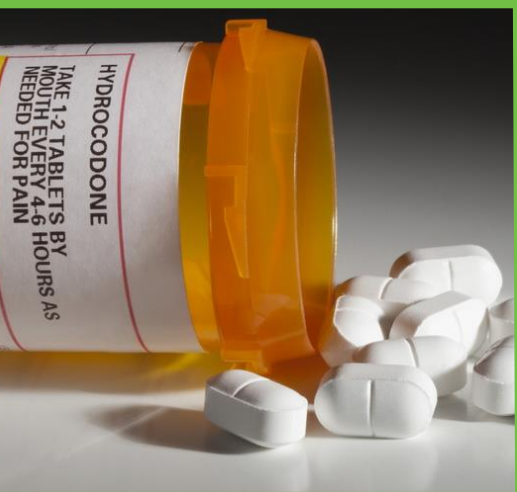
Does it work?

- Safety
- Costs
- Absence
- Work Life Balance
- Risk
- Productivity

WORKPLACE WELLBEING




National Safety Council



Workplace Wellbeing

The Workplace Wellbeing program improves workplace safety by addressing wellbeing-related risks, including **impairment, substance use, overdose, mental health, fatigue, psychological safety and safety equity** through:

- Awareness & Advocacy
- Education
- Research
- Engagement

Key Initiatives & Resources:

- Respond Ready Workplace
- Workplace Wellbeing Hub
- Impairment Recognition and Response Training
- Workplace impairment & safety research
- Connect2Prevent
- Cannabis regulations research and webtool
- Cost calculators

“Wellbeing means building safe workplaces that are also ***engines for health and wellness***, that show workers that they matter, that their work matters, and that have the resources and support necessary to be safe and flourish.”

-Surgeon General



Workplace Wellbeing Hub

Includes actionable tools including a benefits checklist, sample policies, a guide to how to collect and use EAP data and more!

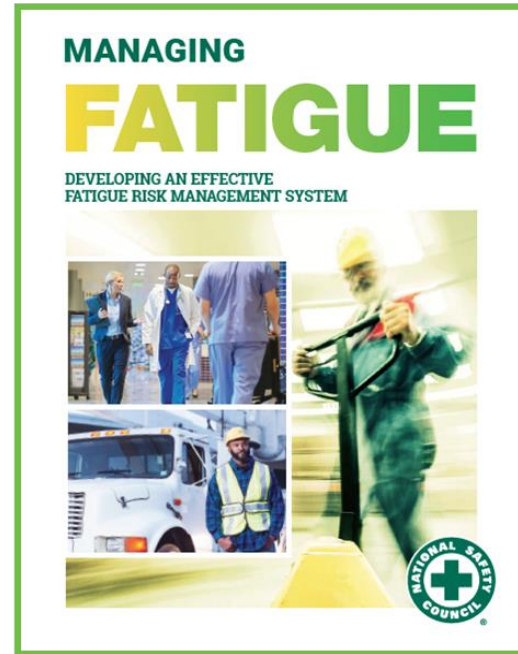
nsc.org/wellbeinghub

NSC Fatigue Resources

Key resources:

- Fatigue Risk Management Toolkit
- Fatigue Cost Calculator
- Fatigue wearables report
- Impairment Recognition and Response Training

Visit: nsc.org/fatigue



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**Thank you
for your time.**

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