

FATIGUE MANAGEMENT

Policy Statement



Ceasefire acknowledges its responsibility under applicable Work Health and Safety Legislation to prevent and minimise workplace fatigue to the extent reasonably practicable. This commitment will be fulfilled through consultation and effective risk management practices.

Our commitment

Fatigue has detrimental effects on both work-life balance and overall health, potentially leading to serious harm or even fatalities. Ceasefire PFP recognises the impact of working hours on individuals, both at work and in their personal lives.

Ceasefire PFP is committed to safeguarding the health, safety, and welfare of all our workers, including contractors and visitors. We acknowledge that fatigue poses significant risks, potentially resulting in accidents or injuries to workers and members of the public. Therefore, we are dedicated to effectively managing these risks.

What is Fatigue?

Fatigue is characterised by feelings of tiredness, depletion, or exhaustion, affecting an individual's physical, mental, and emotional well-being. It diminishes alertness, impairs judgment, slows reactions, and reduces motor skills. Long-term, fatigue can contribute to chronic health issues for some individuals.

Who is responsible?

Fatigue management is a shared responsibility between Ceasefire and its employees and/or other persons

conducting business for Ceasefire. It involves multiple factors that can occur both in and outside of the workplace.

Management is responsible for allowing sufficient rest breaks between shifts and weekend rosters, while Employees are reminded that they are required under legislation to take reasonable care for their own health and safety, as well as others within the workplace.

Key contributing factors to fatigue?

Several factors can contribute to fatigue, with insufficient sleep being the most prevalent. These factors can stem from workplace conditions, personal matters affecting the employee, lifestyle choices, or a combination thereof. For instance, lifestyle decisions including nutrition, fitness, and health issues such as substance abuse can lead to overexertion and exhaustion, thereby significantly influencing fatigue levels. Personal challenges such as balancing work and personal responsibilities, managing family commitments, and navigating external factors also significantly impact fatigue. Furthermore, work schedules, time constraints, availability of resources, and

repetitive tasks can further contribute to levels of fatigue.

What is the impact?

Fatigue can have profound implications in the workplace. It undermines workers' mental and physical health, posing risks to the safety of others, including coworkers, clients, and the public.

Fatigue escalates the likelihood of workplace incidents and injuries, particularly during safety-sensitive tasks where errors can lead to serious consequences. It can also diminish productivity and elevate the frequency of near misses, incidents, and injuries, even when the signs of fatigue are not immediately apparent.

What to do?

Please report to your relevant supervisor immediately if you have serious concerns of fatigue, whether work related or not, to help us manage the risk of fatigue in the workplace.

Slayde Tana
General Manager