

WHS015 Fatigue and Health Monitoring

Legal Application: As per WHS Act 2011 s.27(5)(c) the 'officer', as part of their due diligence requirement should ensure appropriate resources and processes are provided to enable hazards to be identified and risks to be eliminated or minimised.

WHS Act 2011 s.19 contains the primary duty of a 'person conducting a business or undertaking' (PCBU) to ensure so far as is reasonably practicable the health and safety of workers and others in the workplace. ch.3 of the WHS Regulation 2017 and s.17 of the WHS Act 2011 address Risk Management. WHS Regulation 2017 c.368 requires health monitoring for employees exposed to hazardous substances if there is a risk to health

Reference Documents:

- How to Manage Work Health and Safety Risks - Code of Practice
- Managing Risk of Hazardous Chemicals - Code of Practice
- SafeWork NSW: Managing Psychosocial Hazards at work – Code of Practice

Please refer to the SafeWork website for the below topics – <http://www.safework.nsw.gov.au>

- SafeWork NSW Information Page – Fatigue

Purpose

To ensure that all workers are supported to minimise fatigue if necessary have health monitoring organized.

Scope

This procedure encompasses all workers.

The Goulburn Club Workplace

The way the Goulburn Club operates ensures fatigue issues are extremely unlikely to be a problem within the club..

- The Club has no permanent employees.
- There are less than five casual employees, who work on an "if available" basis. There is no obligation on them to work a shift if asked.
- All other workers are volunteers.
- The Club only operates routinely on Thursday and Friday evenings and Sunday afternoons, and intermittently on Saturday evenings.
- Roster are arranged so that shifts are generally only 3 to 6 hours.
- Closing times are normally no later than 12.30pm

There is therefore an inbuilt system to prevent fatigue. Workers will not volunteer if they are not well or fatigued.

Responsibilities

Management have the responsibility to:

- Identify and address any situation where workers have been exposed to potentially hazardous materials and instigating a process of health monitoring if appropriate e.g. occupational dermatitis.

Workers have the responsibility to:

- Follow instructions in all relevant workplace procedures.
- Adhering to their training.
- Report any incidents of ill health or fatigue.

The Goulburn Club Board is responsible for both strategic and operational management of the club. Therefore the Goulburn Club Board covers all roles covered by the following terms: a Person Conducting a Business or Undertaking ('PCBU'), Officers and Directors, Managers as well as workers.

What is Fatigue?

Fatigue is caused by not getting enough quality sleep or having disturbed sleep patterns through one or a number of contributing factors from work and or personal life. Fatigue can affect a person's health, increase the likelihood of workplace incidents and reduce work performance and productivity.

Continual lack of sleep causes "sleep debt" leading to fatigue. To recover from 'sleep debt' several nights of quality sleep are usually required before the fatigue diminishes.

Contributing Factors to Fatigue

The most common factors that contribute to fatigue are:

- Long working hours
- shift work
- working early morning or late evening
- standing for long periods
- Insufficient breaks throughout the working day.
- Personal life - family responsibilities, social activities, poor diet and illness or injury

The Effects of Fatigue

Fatigue indicators include:

- Increased errors
- Loss of concentration
- Not feeling refreshed after sleep
- Tendency to fall asleep during the day
- Feeling drowsy, yawning and difficulty keeping eyes open
- Longer term effects on health may result from continual fatigue such as gastrointestinal or cardiovascular disorders

Procedure

- Workers will ensure that their family life and social activities do not cause them to be fatigued at work.

Health Monitoring

- Health Monitoring will be carried out to workers who are exposed to hazardous substances as a result of their workplace or job and those reporting any ill effects from this exposure.