

Fatigue Management Policy

Gordon McKay management affirm their commitment to providing and maintaining, so far as is practicable, for employees a working environment that is safe and without risks to health, as per Section 21 of the Occupational Health and Safety Act.2004

Explanation:

Fatigue is a general term commonly used to describe the experience of being “sleepy”, “tired” or “exhausted”.

Fatigue is both a physiological and a psychological experience. Fatigue can severely impair judgment and can affect anyone. It is particularly dangerous because one of the symptoms is decreased ability to judge our own level of tiredness. Other symptoms vary between people but may include:

- Loss of concentration
- Drowsiness
- Yawning
- Slow reactions
- Sore or tired eyes
- Boredom
- Feeling irritable and restless

Mental fatigue can be described as a loss of alertness that ends in sleep and is associated with the following factors:

- Lack of sleep
- Time of day (natural body clock that determines when we are sleepy)
- Work demands (eg. time on task)

The management of Gordon McKay accepts responsibility to implement a preventative strategy for fatigue in the workplace:

- Increase employee awareness and provide appropriate information on workplace fatigue
- Adopt work practices that reduce effort and strain
- Ensure that there are enough workers to do the job safely
- Utilise better designed equipment to reduce physical fatigue
- Take breaks to avoid build-up of fatigue
- Comply with the Statutory Authorities in the matter of fatigue management
- Establish and support an infrastructure that will enable a co-operative effort by management and employees to minimise exposure to injury caused by fatigue.

Section 25 of the Occupation Health and Safety Act (2004) details employee responsibilities in the workplace

Primarily, taking reasonable care for their own health and safety and co-operating with their employer in respect to any action taken by the employer to comply with any requirement imposed by legislation.

This policy is reviewed annually to ensure it remains relevant and appropriate to the organisation.

Policy Authorised by Director:

Mario Bavaro



Date: 30/11/2021