

Incorporating Fatigue into an existing Safety Management System

Develop a Fatigue Policy

Identify fatigue as a shared responsibility:

Managers

- Maintain a workplace where fatigue is identified and managed as a workplace hazard
- Assess Company Risk ([Resources available](#))
- Provide fatigue awareness training
- Establish guidelines on how a fatigued employee will be managed
 - Non safety sensitive position if fatigued
 - Controlled rest period

Supervisors

- Take action when there is an identified fatigue risk
- Assess fatigue risk

Workers

- Agreement to obtain adequate sleep (7-9 hours) to be fit for duty
- Report when fatigued

Identification and treatment for workers with sleep disorders

- Pre-screen (medical where surveys indicate risk)
- Mandatory treatment where sleep disorder exists and worker is in a high fatigue risk task that is safety sensitive
- Education – long term health risks

Fatigue Surveys ([Epworth Sleepiness Scale](#) and [Karolinska Sleepiness Scale](#))

- Conduct survey of worker to identify where there is an increased risk of fatigue

Fatigue Training (*Resources available – contact transport.admin@bcforestsafe.org to schedule a training session*)

- Fatigue management training for managers and supervisors
- Worker, supervisor, manager surveys to assess fatigue risk
- Supervisor training – identify fatigue
- Shift modelling to identify high and moderate risk shifts (**TAG work completed**)
- Worker Fatigue training (**TAG seminars, online training available (next steps?)**)

Fatigue Controls

- Fatigue Risk matrix ([Resources available](#))
- Fatigue monitoring (technology)

Implement controls for moderate and high risk fatigue tasks

- Night shifts
- Extended duty duration (>12 hours)
- Driving
 - Commutes from jobsite to muster location
 - Commutes from jobsite or muster location to place of residence
- Irregular schedules
- 'On-call' - duties

Incident / near miss investigations – include fatigue investigation:

- Sleep in preceding 24 hours
- Sleep in preceding 48 hours
- Duty duration
- Start time
- Other work / student responsibilities
- Non-punitive reporting (self and others)