

# 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](#)
- 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

- Conduct survey of worker to identify where there is an increased risk of fatigue
  - [Epworth Sleepiness Scale](#)
  - [Karolinska Sleepiness Scale](#)

**Fatigue Training (*Resources available – contact [transport@bcforestsafe.org](mailto:transport@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
- 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)