

FATIGUE MANAGEMENT

What is fatigue?

¹Fatigue is an acute, ongoing state of tiredness that leads to mental or physical exhaustion and prevents people from functioning within normal boundaries. It is more than feeling tired and drowsy, it is a physical condition that can occur when a person's physical or mental limits are reached.

Causes of fatigue?

There are many factors contributing to fatigue, including:

- sleep loss
- long periods awake (greater than 17 hours)
- inadequate amount of sleep (less than 7 to 8 hours) or poor quality sleep
- sustained mental or physical effort
- disruption to circadian rhythms (internal biological clock)
- inadequate rest breaks (varies with the task)
- health and emotional issues
- time of day when work is performed (e.g. shift workers).

Klinge & Co 'Hours of Work & Fatigue Management' Policy

As fatigue will affect each person differently, the Klinge & Co 'Hours of Work & Fatigue Management' Policy is based on 'duty of care' principles, conservative guidelines, and must be managed in conjunction with the individual Client site 'hours of work' guidelines and policies.

The Klinge & Co Policy outlines the guidelines we strive to achieve to minimise fatigue in the workplace. Please review the attached Policy.



¹ Workplace Health & Safety Qld

'Klinge Safe Tyres Produce More & Last Longer'

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What can individuals do to manage fatigue?

Factors to consider	Recommended control measures
Diet for night shift workers	<ul style="list-style-type: none"> • stick to normal day shift meal times as far as you can • don't eat after 3 am • avoid large meals 1 to 2 hours before sleeping • avoid high energy (high fat), high carbohydrate meals during the night shift
Recovering or preparing for work	<ul style="list-style-type: none"> • have an afternoon nap before the first night shift
Personal factors affecting sleep	<ul style="list-style-type: none"> • drink alcohol in moderation as it can disturb your sleep • avoid caffeine after midnight when on night shift
Medical conditions affecting sleep, such as sleep apnoea	<ul style="list-style-type: none"> • seek medical advice
Poor sleep environment	<ul style="list-style-type: none"> • install heavy curtains that keep the light out • reduce the volume of the telephone and the television - keep them in another room not the bedroom • insulate your house and/or have air-conditioning on to drown out background noise • let neighbours and friends know if you are a shift worker and when you need to sleep so they don't mow lawns or visit at these times
<p>Poor sleep hygiene - watching television in bed, drinking coffee or alcohol or eating a heavy meal before going to bed</p> <p>Poorer sleep quality, more fragmented and less deep restorative sleep in people over 45 years of age</p>	<ul style="list-style-type: none"> • get into a routine for going to sleep (e.g. take a warm shower or relaxing bath before going to bed, listen to soothing music) • avoid heavy meals, alcohol and tea or coffee before going to bed • consider moving out of shift work if you find you are more a 'morning' person and cannot get enough sleep when on night shifts
Hectic social life	<ul style="list-style-type: none"> • plan your social activities and ensure you get sufficient sleep before starting work
Second jobs	<ul style="list-style-type: none"> • follow your employers' procedures about disclosure • ensure you get adequate sleep in relation to both jobs

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