Health Indices
for the NSW mining & extractives industry

FACTSHEET 4

Fatigue management

Introduction

It is important that potential fatigue hazards are identified and that everyone understands the nature and sources of risk, so that informed decisions can be made to eliminate or control them.

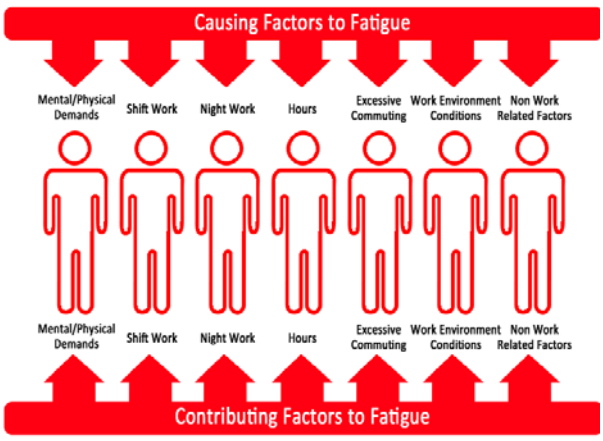
Lead indicators

The identification and use of both lead and (to a lesser extent) lag health indicators, are useful means to achieve this. Leading indicators are good management practice and so should form the basis of our monitoring and evaluation activities.

How to use this factsheet

Good practice leading indicator activities for the management of fatigue are presented overleaf. The approach promotes the use of OHS management system inputs to help ensure that appropriate and pro-active steps towards fatigue management are taken.

The activities are grouped according to 'stages' of system maturity and can be used as a guide to developing and implementing a continuous improvement program.



To demonstrate a progression through the stages, an organisation should be able to demonstrate that it is carrying out all the activities listed within the previous stage.

Why control fatigue?

Research reveals that fatigue is an important issue impacting upon the occupational health and safety of NSW miners. Workers are exposed to higher risks to both their safety (short term) and health (longer term) as a result of their long working hours and shift arrangements. In both these areas miners operate above the state average.

Operators, workers and contractors all have a responsibility to participate in the control of fatigue in their organisations.

How to manage fatigue through scheduling and planning

Long working hours, consecutive night shifts, multiple rostered days on, can all combine to create a high fatigue risk. Eliminating fatigue hazards can effectively minimise fatigue risks. Rosters and tasks can be reconfigured to eliminate portions of the greatest risk.

Increased resourcing can reduce the need for overtime, allowing the operation to continue in times of emergency breakdown, without requiring unplanned (less than 24hrs notice) recall of those who have recently finished their shift.

Monitoring hours of work, ensuring adequate rest / meal breaks, encouraging self-reporting, all assist in the reduction of the fatigue risks.

Fatigue management

NSW MINE SAFETY ADVISORY COUNCIL

NSW GOVERNMENT Trade & Investment

Leading indicator activities – fatigue

EMERGING	*A focus on implementing a compliant approach by information sharing, hazard identification and risk assessment.*	• Can demonstrate that most (e.g. 60%) workers have undergone fatigue hazard awareness training at induction. • Has conducted (and recorded) an identification of fatigue hazards on site in consultation with those workers (including managers, contractors, etc.) at risk. • Has risk assessed most (e.g. 60%) of the identified sources of fatigue at the operation (working arrangements etc.) using an appropriate risk assessment tool (e.g. Fatigue Risk Management Chart, roster analysis software). • Actively encourages the reporting of fatigue symptoms, at all levels throughout the organisation.
TRANSITIONAL	*A focus on monitoring activities and stakeholder engagement with implementation of combination controls.*	• Has considered fatigue as a factor in their incident investigations. This is reflected in their incident reporting form or procedure. • Has consulted with contractors and is able to demonstrate, that nearly all (e.g. 85%) are managing fatigue hazards to a standard applied by the organisation itself. • Has a fatigue management plan (or elements thereof), that includes a policy which was devloped in consultation with the workers. • Periodically conducts monitoring and assessment of those most at risk of developing fatigue. • Periodically conducts targeted health surveillance of at least 85% of workers with high fatigue risk. The results are recorded and given to those surveyed. • Has made provision for those too tired to continue in their current task, with consideration given to those reporting that they are too fatigued to drive home.
PROGRESSIVE	*A focus on Health Management System integration.* *This stage is characterised by implementation of higher order controls and regular reviews of the system's success. Ongoing learning and continuous improvement is the goal.*	• Has implemented higher order controls (including roster redesign - elimination) for all fatigue hazards assessed as high risk. • Has pre-employment program to identify personal (health or lifestyle) risk factors that may contribute or compound fatigue risks for workers. • Has comprehensively assessed the working arrangements for all workers and has incorporated this into their awareness training and fatigue risk management planning. • Holds periodic re-awareness sessions on the contributing, compounding fatigue risk factors and those factors which individuals can control. • All supervisors ensure that those reporting fatigue are managed as per the developed plan and policy. • Maintains and reviews all necessary records (incident, health surveillance etc.) for continuous improvement opportunities. • Periodically conducts scheduled external audits of their measures for managing Fatigue hazards.

Further information

Fatigue Management Plan: A practical guide to developing and implementing a fatigue management plan in the NSW mining and extractives industry can be accessed at: www.resourcesandenergy.nsw.gov.au/miners-and-explorers/safety-and-health/publications/health-management

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