

Safe, Healthy Productive shiftworkers

Key information about managing the unique challenges faced by shiftworking organisations including managing fatigue, best practice roster design and the role of training to help keep you shiftworking teams safe, healthy, and productive.

Who Should attend?

This workshop is for anyone who is involved in managing staff where fatigue and shiftwork can compromise safety and wellbeing. This includes supervisors, union reps, line managers, occupational health nurses, health and safety reps, roster designers and shiftworkers.

Session 1 - A Brief Overview of Workplace Fatigue

An introduction to workplace fatigue, causes and solutions.

- Workplace fatigue and why it has become a global issue
- Consequences of fatigue to the individual, workforce and the bottom line.
- The role of sleep and understanding the human body clock
- Occupational alertness – 3 key elements every manager needs to know
- Driver fatigue – facts, stats and keeping safe.

Session 2 - A Risk Based Approach vs Prescriptive Hours of Work

Many organisations have a prescriptive approach to managing hours of work. Organisations wanting a more flexible approach can benefit from using a risk-based methodology. This session looks at the pros and cons of both to help you decide the best approach for your team.

- What is meant by a risk-based approach and how does it differ to prescriptive hours of work?
- Determining the risk profile of your organisation including the roster pattern, over time, commute times, health and age of staff, sleeping disorders, task risk, work environment and seasonal changes
- Establishing a fatigue tolerance level – the higher the risk the lower the tolerance.
- Setting up a Fatigue Risk Management System (FRMS).

Session 3 – Health check of your roster - Science to the Rescue

When it comes to roster design, opinions vary. This session takes the guess work out. Learn how to measure the fatigue of any schedule using a scientifically validated, biomathematical approach.

- Introduction to the bio-mathematical approach to predict fatigue and alertness
- Using a fatigue assessment tool to provide fatigue risk probabilities associated with hours of work.
- Assessing the health of your roster – taking into consideration, safety, business and staff needs.
- Hands on session – assessing hours of work in your workplace.

Session 4 – Training. What Shiftworkers Need to Know

Most shiftworker have problems managing sleep and fatigue as well as balancing work and leisure activities. Digestive problems are also common. This session is designed to consider how best to train shiftworkers in safe work, and healthy lifestyle habits.

- Recommended content of shiftworker training
- Using The 4 Pillars of Shiftwork Success®
- Pros and cons of delivery methods – e.g. workshops, inhouse, online, peer support.
- Using a coaching model to support behavioural change and a high level of engagement

Session 5 - Using Assessment Tools

This session will review a number of assessments to help identify:

- The role of fatigue in accidents and incidents
- Individual fatigue factors including health and lifestyle factors
- Suitability for shiftwork.

Session 6 - Bringing it all together

So far we have examined a number of ways to improve the health, safety and performance of shiftworkers. The way these are implemented can be put into the fatigue management policy. This session reviews fatigue policy considerations.

- What to consider when writing a fatigue management policy
- Policy check list and examples
- Getting the message across and promoting a fatigue safe culture across the whole organisation
- Using measurable outcomes to evaluate progress.

Benefits

This training will provide a comprehensive opportunity to gain knowledge and skills related to shiftwork and fatigue management.

In addition, the two days will include ample opportunity to liaise and share experiences with the facilitator and other participants.

Participants will be supported to develop an action plan that will include tools to help them manage shiftwork operations.

TOOLBOX TAKE AWAY

- Printable handbook – managing shiftwork
- A set of wellbeing PDFs to hand to your staff
- Policy check list
- Set of PowerPoint slides you can use for your training.