

Great Western Painting

Fatigue Management

FATIGUE MANAGEMENT

During initial orientation, and annually, thereafter, employees will receive training on fatigue.

The initial and annual training, taught by a qualified, competent person, will address:

1. how to recognize fatigue.
2. how to control fatigue through appropriate work and personal habits.
3. reporting of fatigue to supervision.

By reducing or eliminating fatigue at the work site, it is anticipated that there will be an increase in mental fitness, a reduction in employee turnover and absenteeism, and, of course, improved safety compliance with a reduction in accidents.

Per the National Institutes of Health (NIH), fatigue is feeling tired, weak, exhausted, weary, and/or worn out.

Acute fatigue is normal tiredness with occasional symptoms that begin quickly and last for a short time. The cure for acute fatigue is rest.

Chronic fatigue [chronic fatigue syndrome] is a disorder that causes extreme fatigue. This fatigue is **not** the kind of tired feeling that goes away after you rest. Instead, it lasts a long time and limits your ability to do ordinary daily activities. Fatigue may also accompany other conditions, including anemia, or cancer, or may result from medicines or emotional problems. Chronic fatigue cannot be addressed in an occupational setting. The employee with chronic fatigue must seek medical attention.

Controlling fatigue:

In the work setting, it is impossible to address mild fatigue that is caused as a result of an illness such as flu. However, supervisors should be aware of fatigue symptoms and insist that persons with contagious diseases stay home and not infect healthy employees.

Employee Responsibilities:

1. Employees, at all times, are **required** to report to work alcohol and illegal drug free. Failure to do so will result in disciplinary action up to and including dismissal.
2. Employees are **encouraged** to report to work well rested and in good physical health.

3. Employees taking over-the-counter medication or prescription medication that may cause tiredness or fatigue are to report this fact to their supervisor.
 - a. Employees are not to chronically use over-the-counter or prescription drugs and any other products which may affect their ability to perform their work safely. Employees are **discouraged** from taking any substance known to increase fatigue including fatigue that sets in after the effects of the drug wears off.
4. Employees who realize they are fatigued are to report this to their supervisor.
 - a. It is the responsibility of employees in safety critical positions to report fatigue/tiredness and lack of mental acuity to supervision.

Supervisor Responsibilities:

1. Supervisors are to be vigilant for indications of employee fatigue, i.e., sloppy work, nodding, glazed eyes, inattention, etc..
2. Supervisors will, to the extent possible, attempt to balance the employee's life needs outside of the work arena with the need of the company to provide its service (Staff/Work Balance). This can be accomplished by limiting work hours and controlling job rotation schedules to allow for sufficient sleep with the goal of reducing fatigue.
3. Supervisors will ensure that employees who report that they are fatigued are not penalized and will be provided a short rest period.
 - a. Supervisory personnel are to make critical safety decisions and take appropriate action to prevent loss.

Management Responsibilities:

1. When planning a specific job, an analysis of work tasks will be completed initially and periodically during the job to control fatigue.
 - a. This would include ergonomic equipment used to improve workstation conditions such as anti-fatigue mats for standing, lift devices for repetitive lifting, proper lighting, control of temperature and humidity, and other ergonomic devices as deemed necessary.
2. Consideration will be given during the planning stage to providing chairs for employees to sit in during periodic rests breaks to control fatigue and increase mental fitness.