

Workplace FATIGUE – Interview Guide

Why: Fatigue is a health risk to all workers and should be managed proactively. It is a combined effort to eliminate or reduce the hazard.

Having a conversation is the best way to assess someone's fatigue. Use this guide to help assess a workers/ colleague's fatigue risk.

Who this applies to:

All Gough Group team members who may **likely exceed 65 hours** worked in any week period (waged or salaried members).

Use in conjunction with the Gough Group Work Hours Guideline Oct 2017 and fatigue calculator (Located on the Gough Intranet).

If the answer is yes to any of the elements in bold, fatigue risks will need to be further assessed and control measures put in place.

Mental and physical work demands			
Does anyone undertake that is physically demanding work for long periods? (e.g, tasks that are especially tiring and/or repetitive such as servicing, maintenance, process work, moving heavy objects)		Yes/ No	
Does anyone undertake work for long periods that is mentally demanding? (e.g, work that requires constant vigilance, work performed under pressure and tight deadlines, after hours call outs)		Yes/ No	
Work scheduling and planning			
Does anyone consistently work or travel between midnight and 6am?		Yes/ No	
Does the work scheduled prevent full time workers having at least one day off per week?		Yes/ No	
Does the schedule make it difficult for workers to consistently have at least two consecutive nights sleep per week?		Yes/ No	
Do work practices include on-call work, overtime, call-backs and/or sleepovers?		Yes/ No	
Does the schedule differ from the hours actually worked?		Yes/ No	
Does the work schedule include rotating shifts?		Yes/ No	
Does anyone work in excess of 13 hours regularly? Includes any overtime worked.		Yes/ No	
Does anyone have less than 10 hours between each shift?		Yes/ No	
Is work performed at low body clock times (between 2am and 6am and 3pm and 5pm)		Yes/ No	
Commuting times			
Do travel times to and from work prevent sufficient time for adequate sleep?		Yes/ No	
Does anyone have to travel more than one hour to get to their job?		Yes/ No	
Are long-distance commutes necessary at the beginning of each work cycle?		Yes/ No	
Environmental conditions			
Is work carried out in harsh uncomfortable conditions? (e.g, hot , humid, wet, cold)		Yes/ No	
Does anyone work with plant or machinery that vibrates?		Yes/ No	
Is anyone exposed to hazardous chemicals without adequate protection?		Yes/ No	
Is anyone exposed to loud noise without adequate protection?		Yes/ No	
Is anyone exposed to dust without adequate protection?		Yes/ No	
Does the worker have poor food and hydration habits during work?		Yes/ No	
Individual and non-work factors			
Are workers arriving at work already fatigued?		Yes/ No	
Are there concerns around any of or some of, (psycho-social risks - below):	<i>It is ok to ask..... the danger is in not doing so.</i>	Yes/ No	
<ul style="list-style-type: none"> » Family commitments / problems ? » Insufficient quality of sleep ? » Sleeping disorders ? » Anxiety ? » Work concerns ? 	<ul style="list-style-type: none"> » Alcohol and illicit drug use ? » Second job / voluntray work ? » Mental health problems ? » Medication that causes tiredness ? 		
Workers name	Role	Date	Sign
Managers name	Notes	Date	Sign
Regional manager	Notes	Date	Sign
General Manager	Notes	Date	Sign