



## DOES YOUR COMPANY HAVE THESE RISK FACTORS?



**WHAT CAN  
YOUR COMPANY  
DO TO IMPROVE  
FATIGUE  
MANAGEMENT?**

**Fatigue hazards  
are typically high  
severity. These risks  
can be mitigated.**

- ☐ Safety sensitive work
- ☐ Driving and long commutes
- ☐ Long work shifts or rotations
- ☐ Shift times falling outside regular working hours
- ☐ Irregular work hours like; dynamic shifts, on call/call outs, and seasonally high workloads
- ☐ Physically or mentally demanding work requirements
- ☐ Other relevant factors like; high stress, chaotic environments, work in remote regions

**If yes, you have fatigue risk factors in your workplace.**

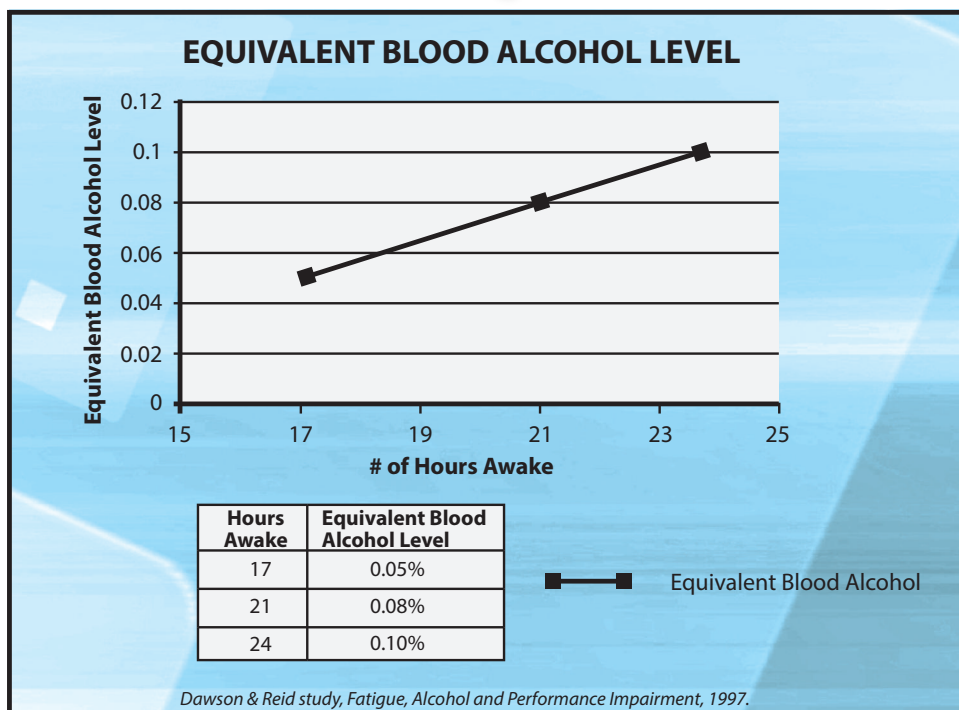
**Are you  
effectively  
managing  
those risks?**

- \_\_\_\_\_ 1. Aside from HOS compliance for transportation, does your organization have any fatigue related policies or procedures (a fit for work policy, journey management with fatigue considerations, a fatigue policy, fatigue related SOP's)?
- \_\_\_\_\_ 2. Has your company made efforts to optimize scheduling to reduce worker fatigue?
- \_\_\_\_\_ 3. Does your organization currently have any fatigue related training for workers, supervisors, managers, and other stakeholders (dispatchers, schedulers, etc.)?
- \_\_\_\_\_ 4. Is your organization aware of its specific fatigue related risk factors or conducted a formal fatigue risk assessment?

**To learn more and complete the  
Assessment, visit [www.in-scope.ca](http://www.in-scope.ca).**



## Fatigue Impairment = Alcohol Impairment



### DID YOU KNOW?

Fatigued workers are impaired in ways very similar to those intoxicated by alcohol. When tested, people perform just as poorly when tired as they do when they are drunk.

## FATIGUE REALITY

**Fatigue is among the top 5 causal factors of worker incidents**

**Fatigue is 4X more likely to contribute to workplace impairment than drugs or alcohol**

**Working more than 50 hours a week doubles your risk of making an error at work**

**A sleep deprived employee is almost 3X more likely to cause a workplace accident**



**20% of fatal collisions are caused by fatigue**



## FATIGUE IMPACTS ON SAFETY: BUSINESS INFLUENCES



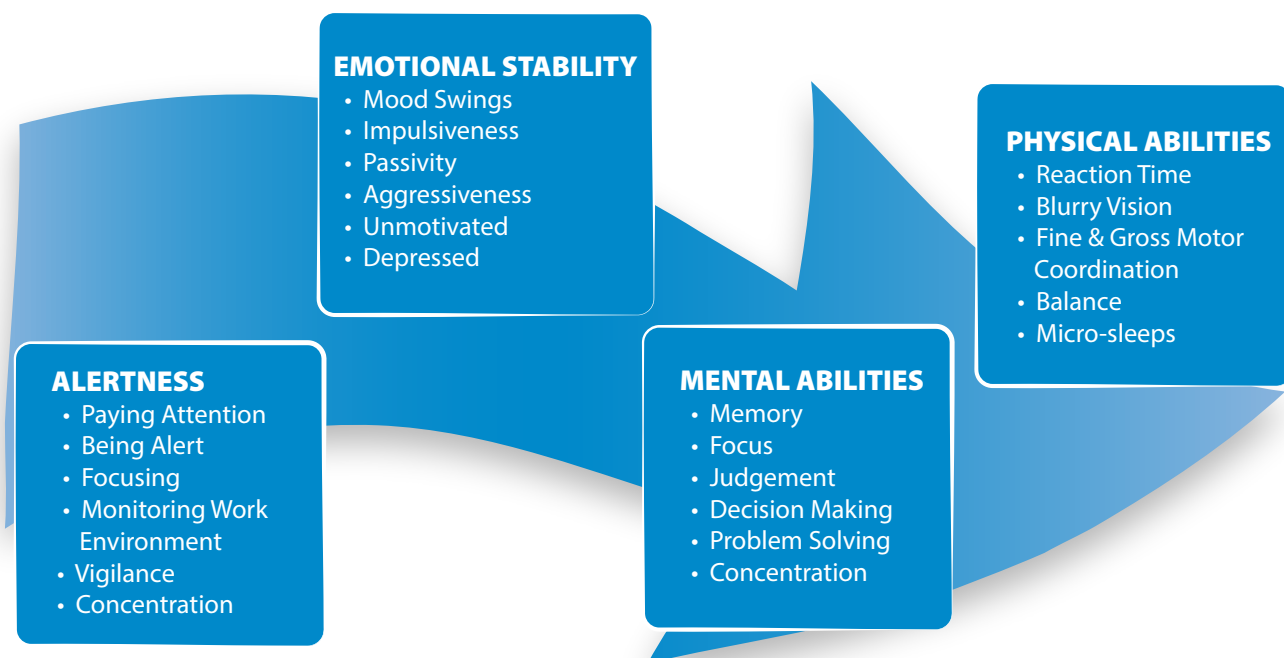
**Sleep deprived workers are seriously impaired in their ability to conduct work.**

Do your workers have adequate sleep opportunities and are they aware of the need to prioritize sleep?

Sleep debt (reduced sleep by a few hours several nights in a row) can have the same effect as missing a whole night's sleep.

Companies work very hard to ensure workers are not impaired by drugs and alcohol. Fatigue management plans help to ensure workers are not impaired by fatigue.

## FATIGUE IMPACTS ON WORKERS: HEALTH IMPLICATIONS





## The Solution: **Eye on Fatigue**

Fatigue, like other health and safety hazards can be managed. Company safety systems and worker engagement can yield positive results for your company. Learn how at [www.In-Scope.ca](http://www.In-Scope.ca).



© In-Scope Solutions

### **ORGANIZATIONAL STRATEGIES**

- I. Create Corporate Fatigue Risk Management Strategy
- II. Formal Fatigue Risk Management
- III. Fatigue Training and Education
- IV. Fatigue Monitoring Systems
- V. Health Focus (Sleep Disorders Management)

### **WORKER ENGAGEMENT**

- I. Fatigue Management Training and Education
- II. Engaged in the Issue and the Solutions
- III. Worker Responsibilities:
  - Prioritize sleep and report fit for duty
  - Report fatigue related issues/incidents
  - Utilize fatigue monitoring devices if supplied
  - Participate in health focused programs (sleep disorders, nutrition, exercise, etc.)

### **FATIGUE RELATED COST BENEFITS**

- Reduced Safety Incidents
- Reduced Worker Errors
- Reduced Absenteeism
- Reduced Overtime Costs
- Increased Employee Health
- Increased Employee Morale/Retention
- Increased Productivity
- Increased Operational Costs

**What could fatigue management look like for you? Here's an example of hazards and controls...**

Hazard Identified	Risk	Control	Implementation Strategy
Lack of Sleep Opportunity	High 8	<ul style="list-style-type: none"> <li>• Optimizing scheduling to ensure adequate sleep opportunity</li> <li>• Worker Fatigue Competency Training</li> </ul>	<ul style="list-style-type: none"> <li>• Steering Committee Review of Schedules</li> <li>• Worker Input</li> <li>• Communication Plan</li> <li>• Systems to empower rest periods while driving</li> </ul>
High Stress Due to Long Hours & High Work Demands	Medium 5	<ul style="list-style-type: none"> <li>• Prioritization of work demands</li> <li>• Contractors for some projects</li> </ul>	<ul style="list-style-type: none"> <li>• Supervisor Training</li> <li>• Key Project Review to Determine Contractor Requirements</li> </ul>
Long Commutes to Worksite	High 7	<ul style="list-style-type: none"> <li>• Journey Management</li> <li>• Team controls – e.g. Ride Together Policies</li> <li>• Accommodations close to site</li> </ul>	<ul style="list-style-type: none"> <li>• Identify Worksites Risk and Recommend Policy for Each Worksite</li> <li>• Fatigue Risk Matrix for Project Assessment</li> </ul>