

Fatigue in the Workplace doesn't Work for Anyone...



Many Factors Contribute to Staff Fatigue



Increased Workloads

Longer Working Hours



New Pressures and Stress

Unfamiliar Work Locations



Making Tough Decisions

The Additional Burdens on Staff can lead to:

- ➔ Reduced Reaction Times
- ➔ Poor Decision-Making
- ➔ Difficulty in Complex Planning
- ➔ Reduced Attention Span
- ➔ Impaired Memory & Recall



HSE Workplace Health & Wellbeing Unit

More Information at www.bit.ly/3e5IqFZ



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Simple Steps to Combat Fatigue

- Develop a Healthy Sleep Routine
- Give yourself the Opportunity to sleep
- If you need to, grab a nap when you can



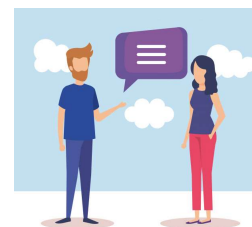
- Drink plenty of water to keep well hydrated
- Try to eat good nutritious food
- Little treats in moderation are OK as well

- Ensure you're OK to drive when finishing your shift
- Let someone know when you expect to arrive
- If you feel drowsy when driving, follow the RSA advice - **Stop, Sip, Sleep**



- To care for others, you must first care for yourself
- Refer to the HSE EAP (Employee Assistance Program) Self-Care Tips
- For tips on preventing the spread of Covid-19 beyond the workplace, visit www.bit.ly/39Fy108

- If you're concerned that fatigue is affecting you, speak with someone who can help
- Your line manager will be able to advise you on accessing relevant supports



Alternatively, your local HSE EAP or Occupational Health Unit are here to provide a range of free, confidential support services to all HSE staff



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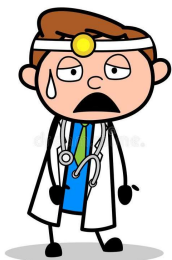
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Advice for Line Managers on Supporting their Staff



Check-in with Staff on-duty and pay extra attention to staff coming off duty. Watch out for signs of fatigue.



Has a staff member a long drive home? Are they safe to drive? Is there someone they can call before leaving?



Keep informed on local supports (off-site accommodation & welfare arrangements). Speak to other manager colleagues on-site



Proactively promote self-care; encourage adequate sleep while off duty, healthy eating and keeping hydrated.



Staff are working longer hours with greater demands. Keep staff updated with advice and supports available to them.



Keep an "Open Door Policy". It will encourage staff to approach you if they are experiencing difficulties.

The HSE Workplace Health & Wellbeing Unit offers a wide range of support services to help support our staff's psychological and physical needs at this unprecedented time.

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