Sleep and Fatigue Resource Referral Guide

This table lists a number of local and nationally recognised organisations that support workplaces
and individuals to manage sleep and fatigue.

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| Strategies | Healthy vision | Healthy places | Healthy people |  resources |
| Develop a policy and procedure to identify and manage fatigue-related hazards/risks in the workplace. This should include worker consultation and sector specific recommendations/regulations. | • |  |  | Safe Work Australia’s [guide-managing-risk-fatigue-work](https://www.safeworkaustralia.gov.au/doc/guide-managing-risk-fatigue-work)Heavy Vehicle [Fatigue management | NHVR](https://www.nhvr.gov.au/safety-accreditation-compliance/fatigue-management)Rail [Managing fatigue | ONRSR](https://www.onrsr.com.au/safety-essentials/managing-fatigue)Emergency Services [Emergency\_services\_guideline\_for\_risk\_managing\_fatigue.pdf (safework.sa.gov.au)](https://www.safework.sa.gov.au/__data/assets/pdf_file/0005/140666/Emergency_services_guideline_for_risk_managing_fatigue.pdf)Health Care [Centre for Clinical Effectiveness (monashhealth.org)](https://monashhealth.org/wp-content/uploads/2020/03/Health-worker-fatigue_Scoping-Review2019_FINAL.pdf#:~:text=Healthcare%20workers%20experience%20fatigue%20for%20a%20variety%20of,associated%20with%20long%20working%20hours%20and%20extreme%20fatigue.)[The Impacts of Fatigue in Healthcare | Ausmed](https://www.ausmed.com.au/cpd/articles/nurses-fatigue) |
| Design controls using a ‘defences in depth’ approach and make sure all affected staff members are consulted throughout the change process.It can help to trial interventions and obtain feedback before officially adopting them. | • |  |  | Australian Institute of Health and Safety (AIHS) [Defences in Depth (DiD](https://www.ohsbok.org.au/wp-content/uploads/2020/05/20-Fatigue.pdf)) approach to fatigue management from[Fatigue Maturity Assessment (ethoshealth.com.au)](https://fatiguetech.ethoshealth.com.au/survey/1bd2e84e-dea4-4c28-bdf1-12066487a588) |
| Develop a clear procedure for workers to report fatigue-related risks, including self-reporting of fatigue and co-worker action if someone is displaying fatigue impairment. Include steps for getting fatigued workers home safely (e.g., provide rest areas and transport). | • |  |  | Safe Work Australia’s guide for managing fatigue |
| Implement flexible working arrangements that better allow workers to meet their personal, occupational, and health needs. | • |  |  | [What are flexible working arrangements?](https://www.fairwork.gov.au/employment-conditions/flexibility-in-the-workplace/flexible-working-arrangements#:~:text=Examples%20of%20flexible%20working%20arrangements,example%2C%20working%20from%20home).) – Fair Work Ombudsman[Flexible working arrangements - Fair Work Ombudsman](https://www.fairwork.gov.au/tools-and-resources/best-practice-guides/flexible-working-arrangements)[Flexible working arrangements Best Practice Guide (fairwork.gov.au)](https://www.fairwork.gov.au/sites/default/files/migration/711/flexible-working-arrangements-best-practice-guide.pdf) |
| Consider the importance of completely disconnecting from work and making clear distinctions between ‘work’ and ‘home’ if working remotely. | • |  |  | [Flexible Work | Centre for Transformative Work Design](https://www.transformativeworkdesign.com/flexible-work) |
| Provide stable/regular shifts in the casual or shift-work environment as far as reasonably practicable and with as much notice as possible. This allows workers to plan their rest and personal life obligations in advance. | • |  |  | [Managing shift work and workplace fatigue | Safe Work Australia](https://www.safeworkaustralia.gov.au/resources-and-publications/video-and-audio/managing-shift-work-and-workplace-fatigue)[How to Manage Shift work: Guide (nsw.gov.au)](http://www.safework.nsw.gov.au/__data/assets/pdf_file/0016/50065/how_to_manage_shiftwork_guide_0224.pdf) |
| Encourage all staff members to use their allocated leave entitlements and ensure that there are adequate levels of staff to backfill leave. | • |  |  | [Leave - Fair Work Ombudsman](https://www.fairwork.gov.au/leave) |
| Consider the types of leave afforded to your workers and how access (or lack of access) may impact fatigue levels. | • |  |  | [Leave - Fair Work Ombudsman](https://www.fairwork.gov.au/leave) |
| Make sure workers have appropriate rest/break facilities to eat and rehydrate. Factor in the work environment, like providing a cool refuge for those working in the heat or a spot for sedentary workers to get some movement and fresh air. |  | • |  | [Model Code of Practice: Managing the work environment and facilities (safework.sa.gov.au)](https://www.safework.sa.gov.au/__data/assets/pdf_file/0007/136276/Managing-the-work-environment-and-facilities.pdf) |
| Educate all staff members on the risks of unmanaged fatigue and how to recognise fatigue in themselves. Use promotional materials around the workplace, toolbox meetings/in-person sessions and online learning modules. |  |  | • | Fatigue Safe app - Available for free in the [Apple App Store](https://apps.apple.com/au/app/fatiguesafe/id1401709600) and the [Google Play store](https://play.google.com/store/apps/details?id=au.com.integratedsafety.fatiguesafe.android&hl=en_AU)[fatigue-management-a-workers-guide.pdf (safeworkaustralia.gov.au)](https://www.safeworkaustralia.gov.au/system/files/documents/1702/fatigue-management-a-workers-guide.pdf) |
| Educate all staff on the importance of obtaining adequate sleep/rest and provide them with resources and strategies to achieve this, such as sleep/relaxation apps, or access to professional help for physical or mental health. |  |  | • | [Sleep Health Foundation](http://www.sleephealthfoundation.org.au/) has information and resources on sleep[This Way Up –](https://thiswayup.org.au/programs/insomnia-program/) step-by-step strategies for managing chronic sleep difficulties with our practical and free online program for insomniaParents with kids – [provide the sleep 0-6 parent Easy Guide](https://parenting.sa.gov.au/easy-guides/sleep-0-to-6-years-parent-easy-guide) [App — Smiling Mind](https://www.smilingmind.com.au/smiling-mind-app) |
| Help workers who report struggling with sleep/fatigue – this may include making reasonable adjustments to their work and time for specialist appointments including sleep studies. |  |  |  | [Online Programs & Tools for Your Mental Health | THIS WAY UP](https://thiswayup.org.au/) [FREE Insomnia Treatment Program| THIS WAY UP](https://thiswayup.org.au/programs/insomnia-program/)[myCompass - MyCompass](https://www.mycompass.org.au/)[MindSpot Clinic - Free Online Mental Health Support](https://resources.mindspot.org.au/MindSpot_Healthy-sleep-habits.pdf) – Sleep habits[Sleep-fatigue-and-stress-in-healthcare-workers.pdf (blackdoginstitute.org.au)](https://www.blackdoginstitute.org.au/wp-content/uploads/2022/08/Sleep-fatigue-and-stress-in-healthcare-workers.pdf) |