Share with Pride

Fatigue management when on night-shift on-call duty
Main effects of fatigue

- Find it hard to concentrate, make clear decisions or take in and act on information
- Have more frequent lapses of attention or memory
- React more slowly (for example, to hazards arising in the workplace)
- Make more errors
- Occasionally fall asleep at work
- Have little motivation or interest in work

- **Increased risk of being involved in an accident, particularly when driving**
How to recognise when you’re fatigued

<table>
<thead>
<tr>
<th>Likely level of fatigue</th>
<th>Signs / symptoms</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Early warning signs</strong> of fatigue which should prompt people to look out for more conclusive evidence of fatigue</td>
<td>• Fidgeting</td>
</tr>
<tr>
<td></td>
<td>• Rubbing the eyes</td>
</tr>
<tr>
<td><strong>Signs of moderate fatigue</strong> suggesting performance is being affected. Take these seriously - it is not necessary to fall asleep to make a critical error</td>
<td>• Frequent yawning</td>
</tr>
<tr>
<td></td>
<td>• Staring blankly</td>
</tr>
<tr>
<td></td>
<td>• Frequent blinking</td>
</tr>
<tr>
<td><strong>Signs of severe fatigue</strong>. Liable to brief uncontrollable “micro-sleeps”, risk of errors very high.</td>
<td>• Nodding head</td>
</tr>
<tr>
<td></td>
<td>• Difficulty keeping eyes open &amp; focussed</td>
</tr>
<tr>
<td></td>
<td>• Long blinks</td>
</tr>
</tbody>
</table>
Issues with being on-call

• Reactions are slower when you have just woken up potentially leading to poor judgement of situations

• Subconsciously listening out for a ringing phone inhibits proper sleep

• Interruptions lead to broken sleep – which can be as disruptive as no sleep

• Being on call can disrupt others in your household
How to manage fatigue

- Have a robust on-call rota in place allowing staff to plan their diaries in advance

- During on-call week switch to working a night shift pattern

- Organise diaries to avoid meetings and other appointments during the on-call week

- Arrange site visits and safety tours during on-call week giving valuable opportunity to visit site and engage with staff
How to manage fatigue

• Set out-of-office on your email advising people that you are on-call working night shift hours and will be unable to respond in normal office hours

• Agree with line-management a nominated deputy to look after your day job

• RESIST TEMPTATION TO CARRY OUT NORMAL DUTIES AND & BE AVAILABLE DURING OFFICE HOURS

• Ensure adequate rest period at shift switch over points