

Kia Oho Ake

QUICK PRINT

Fatigue at work



40 MINUTES



PAIRS



GROUPS

Learning objectives

- Describe ways to manage the risk of fatigue
- Describe how fatigue can impact your mahi (work)
- Describe situations that may contribute to experiencing fatigue

Equipment

- Hierarchy of controls poster
- Venn diagram printout or scrap paper

Learning experience

1. Share the following discussion prompt with the class:

He mutunga mai o te ngenge – As tired as tired can be!

In pairs or groups of three **discuss a time when ākongā have felt extremely tired.** Consider:

- How did it impact how ākongā thought or felt?
- What do you think made ākongā feel that tired?
- How do ākongā think being extremely tired can impact their mahi?

2. Share answers as a class.

Fatigue is more than just feeling tired. When we experience fatigue, it can make it hard to do our job as normal. This can make it hard for us to mahi safely and manage risks or unexpected changes at work. Ākongā need to find ways within their abilities to manage mahi to minimise the risk of fatigue, and identify fatigue in themselves and others.

3. As a class discuss what can cause them to experience fatigue. This can be things that happen at mahi or outside of mahi.

Supporting resources: For students to do on devices

WORKSAFE
Mahi Haumarū Aotearoa

go places on
**PATHWAYS
AWARUA**

PICKLED!

 **YouTube**



Te Kāwanatanga o Aotearoa
New Zealand Government

Think-Pair-Share activity

4. In pairs, ākonga (students) should consider the following: think pair share

THINK: Think of solutions that could prevent or manage fatigue at mahi

PAIR: In pairs share ideas about how they think your workplace could manage fatigue better?

SHARE: Discuss ideas as a class and record

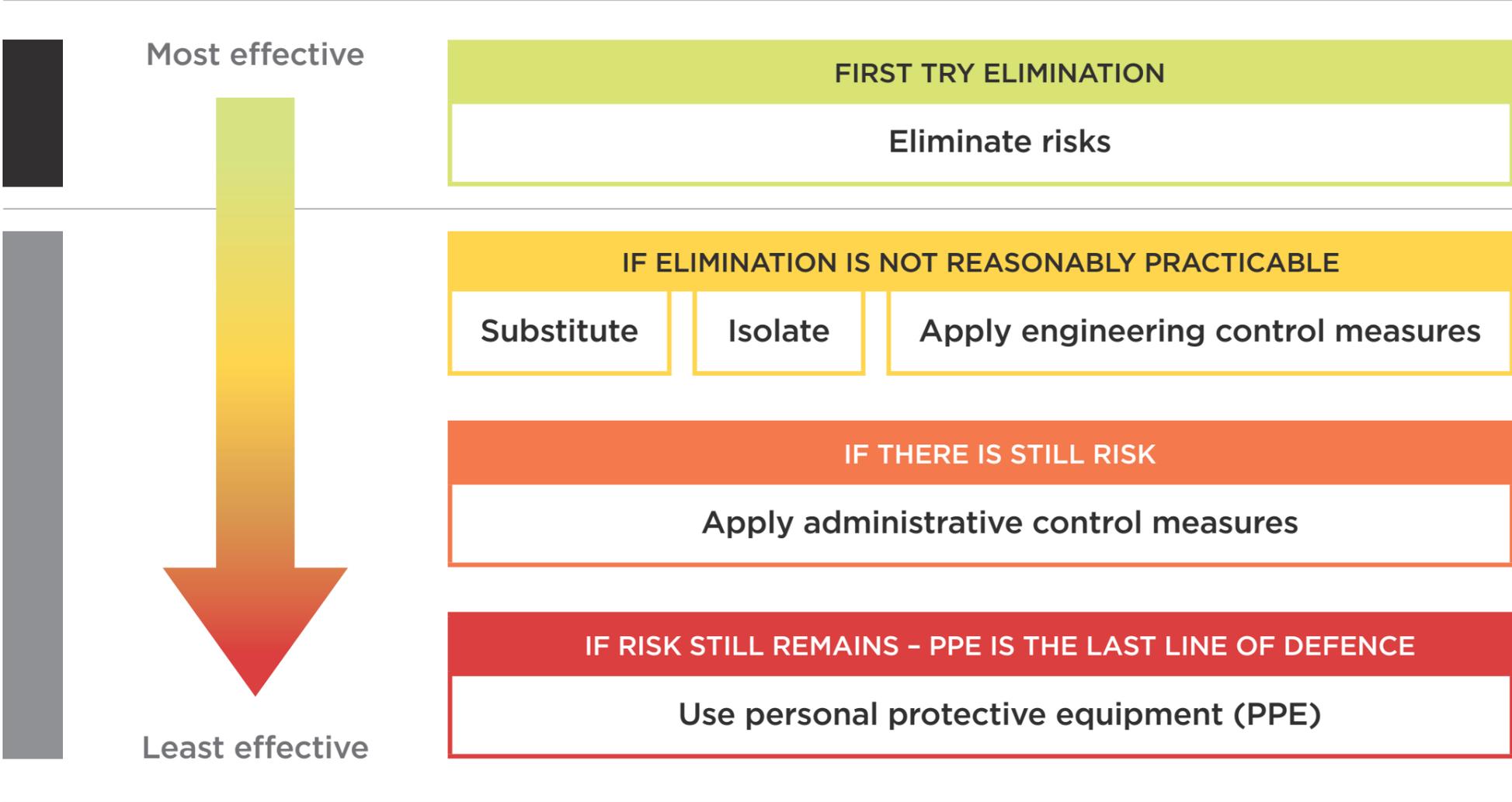
5. In pairs, ākonga should sort the ways to manage fatigue into 'Responsibility of employer', 'Responsibility of Worker' and 'Both'. Ākonga do not have to agree with each other but should be prepared to justify their answers. Ākonga can use a venn diagram or scrap paper to record discussions.
6. Share as a class and discuss how the responsibility of preventing and managing fatigue falls on everyone at work. Note that there may be different views and it will be context specific. The most important thing about this activity is getting ākonga discussing fatigue.

Supplementary notes

- Fatigue is more than being tired. When you are fatigued you have a strong biological need to rest, and it can impair an individual's alertness and ability to safely perform their work-related duties.
- If you are fatigued at work, your health and safety and the safety of others could be at risk.
- To work safely, workers should be physically and mentally well. This means that fatigue is a potential risk. Fatigue is more than just feeling tired. When we are fatigued, our mental and physical functioning is affected in many ways, which can make it hard for us to work safely.
- Potential causes: work schedules (for example, night shift, long hours, irregular hours), high workload, long or changeable work hours, high physical and mental demand, or unreasonable stress. Environmental conditions can contribute to experiencing fatigue, for example: noise, vibration, very hot or very cold working environments.
- There are ways you can reduce the impacts of experiencing fatigue at your work. Some examples are:
 - take all of your breaks
 - drink plenty of water and eat healthy food
 - think about how working overtime could affect you
 - if very tired, take a short nap (15–20 mins) before driving
 - if you feel too tired to work safely, immediately tell your manager, Health and Safety Representative or union representative
 - if you feel too tired to travel to and from work safely, tell your manager, Health and Safety Representative or union representative.
- Ways to manage the impact of fatigue at home: It is also important to think about what you can do at home, to reduce the chances of you becoming fatigued. Some examples of ways you can do this are:
 - seeing your doctor if you are having trouble sleeping
 - resting and relaxing during your time off
 - getting good quality sleep before work – aim for 7–9 hours
 - taking vitamin D and melatonin – these can also help with fatigue
 - getting regular exercise
 - limiting screen time, especially one hour before you go to sleep
 - eating green vegetables
 - eating fruits that have melatonin like kiwifruit.
- Some signs that a person is experiencing fatigue that you can observe:
 - excessive yawning or falling asleep at work
 - not being able to concentrate
 - slower reflexes
 - reduced hand-eye coordination
 - short-term memory problems.

Kia Oho Ake

Hierarchy of controls poster



● Elimination ● Minimisation

Kia Oho Ake

