



# FATIGUE AT WORK

## EMPLOYER TOOLKIT



## Fatigue in Operational Incidents

This list of questions can help you evaluate if fatigue may have been a contributing factor to an incident.

### Time of Day

Fatigue risk increases during circadian lows. Asking the following questions to determine if the incident occurred during a circadian low.

- Did the incident occur between 2 a.m. and 6 a.m.?
- Did the incident occur between 3 p.m. and 5 p.m.?

### Work Schedule

Work schedules can contribute to fatigue accumulation as well as determine rest opportunity. The following questions will help you determine if work schedules could have contributed to the incident.

- How many days/nights of work in a row?
- What was the shift start time?
- Was there a recent change in shift?
- Any unexpected changes in work schedule?

### Hours Awake

Fatigue accumulates the longer a person is awake. The longer a person is awake the greater the risk. Asking the following questions will help you determine a fatigue risk level based on hours awake.

- Have individual(s) been awake more than 12 hours?
- Have individual(s) been awake more than 16 hours?
- Have individual(s) been awake more than 24 hours?

### Sleep

Sleep loss is a large contributor to fatigue risk. Asking the following questions can help you determine if sleep loss was a contributing factor.

- Have individual(s) gotten less than 7 hours of sleep in last sleep period?
- Have individual(s) incurred any sleep debt during preceding period?
- Any recent sleep episodes at unusual times?
- Recent sleep been disturbed?
- Could sleep disorders be a factor?

### Behavior and Performance

There may be additional factors contributing to risk. The following questions will help evaluate behavioral and performance factors.

- Individual(s) have any prior issues with fatigue?
- Any unusual observed behavior or performance prior to incident?
- Any other personal or health issues that may contribute to fatigue?
- Individual(s) received fatigue management training?