

FATIGUE MANAGEMENT FOR SHIFT WORKERS DURING COVID-19 RESPONSE EFFORTS- FOR LEADERS AND SUPERVISORS



SHIFTWORK FACTS

- Over 15 million Americans work full time on evening shift, night shift, rotating shifts, or other irregular schedules
- 62% of night shift workers report negative effects from sleep loss
- Fatigued worker productivity costs employers \$1,200 to \$3,100 per employee annually
- Working 12 hours per day is associated with a 37% increased risk for workplace injury
- Shift workers are 13% more likely to suffer from insomnia and 12% more likely to experience excessive daytime sleepiness compared to their day shift counterparts
- Shiftworkers are more likely than those working regular day shifts to drive while fatigued, and almost twice as likely to fall asleep at the wheel



SIGNS AND SYMPTOMS COMMONLY ASSOCIATED WITH SHIFTWORK FATIGUE

- Supervisors and leaders should be mindful of the following when assessing worker fatigue. Observing or receiving reports of the following may require fatigue management control measures.*
- Yawning, eye rubbing, head nodding, long blinks
 - Sleepiness and/or falling asleep during shift
 - Irritability
 - Reduced alertness, concentration, and memory
 - Lack of motivation
 - Changes in mental health
 - Light-headedness or headaches
 - Loss of appetite
 - Increased on-the-job errors

SHIFTWORK FATIGUE MANAGEMENT: WORKPLACE TIPS

Ensure fatigue does not create a risk to health and safety at work. Consult with other supervisors, leaders and health and safety representatives to learn your workplace fatigue policy and put control measures in place when fatigue is present in the workplace.

BE MINDFUL WHEN DESIGNING SHIFTWORK SCHEDULES

- Limit staff shifts to 12 hours or less, when possible
- Maintain consistency in shift schedules (e.g., always on nights, always on days)
- Ensure workers have extended periods to rest after shifts
- Consider 'chronotype' when creating shift schedules, when possible (put "early birds" on day shift and "night owls" on night shifts)

FOSTER A SLEEP-PROMOTING CULTURE AND ENVIRONMENT IN THE WORKPLACE

- Allow and encourage on-shift napping, when appropriate
- Designate appropriate, comfortable spaces for staff napping or breaks while on-shift or before transit home
- Provide fatigue management and awareness education, training, and resources
- Have informal discussions with employees/Service Members about their sleep
- Ensure good lighting, comfortable temperatures, and reasonable noise levels in workplace

TEACH OTHER SUPERVISORS/ LEADERS ABOUT THE IMPACT OF POOR SLEEP IN SHIFT WORKERS

- Share knowledge and tools about managing sleep around shiftwork with other supervisors/leaders
- Leverage your own supervisors/ leaders to voice concerns and enhance strategies for improving shiftwork schedules

LEAD FROM THE FRONT: EFFECTIVE SUPERVISORS AND LEADERS MODEL ADAPTIVE BEHAVIORS AROUND THEIR OWN SHIFTWORK SCHEDULES.



By promoting a positive and safe sleep culture around shiftwork, supervisors, leaders and their teams can advance the mission to combat COVID-19

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