



Commercial Insurance Profile

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Tips for Mitigating Workplace Fatigue

Employees are often faced with busy schedules and stress, which can lead to difficulty sleeping and fatigue during the workday. Fatigue is a feeling of exhaustion or weariness that can be the result of insufficient sleep, prolonged mental or physical work, or extended periods of stress or anxiety. Unfortunately, usual fatigue levels may worsen in winter. Specifically, vitamin D levels may dip due to limited sunlight, employees may crave calorie-laden comfort foods and exercise routines could be disrupted by poor weather—all factors that lower energy levels.

While fatigue might seem slightly inconvenient, it can be harmful to employees and the organisations they work for. Fatigue can cause reduced coordination, impaired concentration, and poor communication and judgment, all of which can negatively impact employees' productivity, health and safety. As such, it's important to take steps to help employees combat feelings of fatigue. Consider the following tips for employers to mitigate workplace fatigue:

- **Educate employees about the causes and impacts of fatigue.** The more employees know about fatigue, the easier it will be for them to recognise it in themselves and others.
- **Optimise work schedules.** Avoid assigning permanent night shifts if possible. Avoid scheduling shifts longer than 12 hours, and provide adequate recovery time between shifts.
- **Make fatigue support part of corporate well-being programmes.** Promote in-person and online programmes that focus on how to handle fatigue. These could include sleep disorder screenings and mental health resources that help employees manage their stress and anxiety.
- **Review break schedules.** The Working Time Regulations 1998 states that workers are entitled to an uninterrupted break of 20 minutes when daily working time is greater than six hours. As such, make sure employees are using their allocated break periods to rest during the workday.
- **Break up mundane tasks.** Sometimes mundane or repetitive tasks are unavoidable, but taking breaks or separating these tasks with other activities can help workers stay focused and alert.

Contact us today for more information on maintaining a safe and healthy workplace.

Benefits of Workplace Risk Assessments

An integral part of workplace health and safety policies, risk assessments are legally required under the Management of Health and Safety at Work Regulations 1999. Far more than just a box-ticking exercise, these assessments help employers identify workplace safety flaws and could even save lives. Consider the following benefits of workplace risk assessments:

- **Enhanced knowledge**—In a busy workplace, it can be difficult to identify all potential hazards. Fortunately, the [HSE's step-by-step process](#) provides a framework to help identify safety flaws and implement control measures. As such, utilise the knowledge gained from risk assessments to remove vulnerabilities and improve current operations.
- **Bolstered company image**—Just one workplace accident can damage a reputation that took years to build. In contrast, improve company image by performing timely risk assessments and demonstrating a commitment to workplace safety. Organisations firm in their resolve to enhance employee and visitor safety may be favoured by consumers.
- **Enriched employee training**—While employees must be notified of any in-place risk assessments before they conduct certain tasks, consider disseminating risk assessment findings to the entire workforce as well. Through improved education, employees may feel more confident reporting safety flaws to management, reducing the likelihood of accidents.
- **Improved employee productivity**—Employees who feel safe in their working environment may be more motivated and productive. Furthermore, workers may stay at organisations longer if they are valued and their health is taken seriously.
- **Increased savings**—Proactively tackling workplace hazards could reduce the likelihood of workplace incidents and any associated legal liabilities.

For further risk management strategies, contact us today.

According to the HSE, fatigue costs the UK an estimated **£115 to £240 million** per year in terms of work accidents alone.

