



# Fatigue Management for Egg Farm Owners and Managers

## What is fatigue?

A feeling of physical and/or mental exhaustion resulting from extended periods of wakefulness, contributing to performance impairment and workplace health and safety risks.



## Fatigue controls to consider for workers

### Accommodation and basic needs

- ▶ Provide on-site accommodation for workers to reduce commuting time
- ▶ Encourage workers to buddy up when fatigued or during peak times
- ▶ Provide food for workers, particularly during busy periods
- ▶ Provide access to water, shade and other heat-management measures

### Workforce support and scheduling

- ▶ Plan for workers (and yourself) to take leave during the year
- ▶ Use contractors/casual staff to supplement workforce during peak times
- ▶ Prioritise higher risk tasks at times when workers are most alert
- ▶ Assess training and skills gaps, then assign tasks accordingly
- ▶ Ensure workers (and you) are taking breaks
- ▶ Have workers perform different tasks if they are fatigued

### Culture and leadership

- ▶ Create a culture that supports teamwork and encourages everyone to look out for signs of fatigue
- ▶ Ensure communication lines are open – ask how workers are coping so that they can report if they feel fatigued
- ▶ Lead by example – prioritise your own sleep and speak up when fatigued
- ▶ Acknowledge when work pressures can impact energy levels within your team
- ▶ Plan and prioritise tasks in advance

**If fatigue creates an immediate safety risk, stop or modify the task and allow the worker time to recover. REDUCING RISKS ENSURES A SAFE WORKPLACE.**

This resource draws on the outcomes of a cross-sector collaboration of eight Rural Research and Development Corporations including Australian Eggs, as part of the Rural Safety & Health Alliance. The project examined how fatigue risk is experienced and managed on Australian farms.