



STRESS AND FATIGUE POLICY WHS115

1. INTRODUCTION

Stress and fatigue can reduce reaction times and thereby compromise the ability of a person to work safely. Charles Sturt Campus Services Limited has developed this policy to provide a healthy and safe workplace for workers and others. This policy outlines the rules, responsibilities and procedures for Stress and Fatigue.

2. SCOPE

This policy applies across the organisation of Charles Sturt Campus Services Limited and all workplaces under our control.

3. RULES

- Workers must notify their manager supervisor if they feel excessively fatigued and their ability to work safely may be effect;
- Workers are encouraged to talk to their /supervisors if they feel their ability to work safely is impaired by stress due to work or personal matters.

4. RESPONSIBILITIES

Managers and Supervisors must:

- Implement and review this policy;
- Consult with workers about the effects of stress and fatigue in the workplace and this policy;
- Provide resources, information, training and supervision for all workers to allow them to adhere to the rules and have the knowledge and resources to follow the procedures and understand their roles and responsibilities;
- Assess the nature and scale of workplace risks to health and make sure there are adequate control measures in place;
- Deal with conflict in the workplace;
- Monitor and review stress and fatigue in the workplace;
- Adjust and monitor exposure to hazards during extended working hours;
- Provide training on fatigue and stress management; and
- Modify work methods as needed to reduce stress-causing hazards.

Workers must:

- Comply with the rules of this policy; and
- Report all near misses, incidents and injuries.



5. SIGN OFF

Company Representative:

Signed:  **Date:** 18-03-21

Name: Martin Dooner **Position:** General Manager