

STRESS AND FATIGUE - MANAGEMENT IN THE WORKPLACE

POLICY STATEMENT

It is the Bay of Plenty District Health Board's (BOPDHB) policy to provide and maintain a healthy and safe place of work for its staff and patients. Stress and fatigue have been identified by BOPDHB as a potential significant hazard.

BOPDHB will manage this by identifying risks, providing processes and training for management of stress and fatigue.

PURPOSE

To provide guidelines for creating an environment where staff are trained, supported and encouraged to manage stress and fatigue in a way that prevents or reduces the risk of harm to themselves or others, and to prevent or minimise the following possible outcomes:

- potential for prosecution for having an unsafe and unhealthy workplace
- costs associated with staff and patient illness due to stress and fatigue
- potential increased length of stay for patients and associated increase in morbidity and / or mortality.

EXCLUSIONS

There are no exclusions.

REFERENCES

- [Department of Labour. Healthy Work: Managing Stress and Fatigue in the Workplace. 9 July 2003](#)
- [Department of Labour. Stress and Fatigue – Reducing Their Impact – Advice for Employers and Employees.](#)
- [Health and Safety at Work Act 2015](#) and [Regulations 2016](#)

ASSOCIATED DOCUMENTS

- Bay of Plenty District Health Board policy 5.4.11 protocol 1 Stress and Fatigue - Creating and Maintaining a Healthy Workplace
- Bay of Plenty District Health Board policy 5.4.11 protocol 2 Stress and Fatigue - Investigating Reports
- Bay of Plenty District Health Board policy 1.2.4 Restraint Minimisation and Safe Practice
- Bay of Plenty District Health Board policy 2.1.1 Risk Management
- Bay of Plenty District Health Board policy 2.1.3 Hazard Management
- Bay of Plenty District Health Board policy 2.1.4 Incident Management
- Bay of Plenty District Health Board policy 3.50.02 protocol 9 Investigation Process
- Bay of Plenty District Health Board policy 5.1.11 Hazardous Substances Management
- Bay of Plenty District Health Board policy 5.3.1 protocol 6 EHS – Work Accident Claims and Return to Work
- Bay of Plenty District Health Board policy 5.4.7 Threatening Behaviour, Bullying, Harassment and Violence in the Workplace - Management

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