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Ethos Health

ABOUT

With over 10 years of experience, Ethos Health provides a range of workplace health and safety services across Australia. Ethos Health are based in Sydney, Newcastle (HQ) and Lake Macquarie. Services include;

- Fatigue Management
- Ergonomics
- Manual Handling
- Health and Well-being



Our Clients



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PEOPLE



Dr Trent Watson

*CEO & Workplace Health & Safety Consultant
PhD, BHSc (N&D) GAICD*

Trent has 17 years' experience working and reviewing the impact of health- and fatigue-related interventions in the mining, transport, maritime, utilities, food and other commodity industries.

Trent's experience, capability and currency of providing subject matter expertise regarding fatigue is illustrated by working in the area for more than a decade with a range of multinational companies. This work includes subject matter expertise in fatigue and design of Fatigue Risk Management Systems, as well as, provision of other support services.

Fatigue Management System Review & Design

- Rio Tinto, Pilbara Iron (2005/06)
- Ausgrid (2010)
- Newcastle Coal Infrastructure Group (2010)
- Rio Tinto, Coal & Allied, Bengalla Operation (2009/11)
- Glencore, Ravensworth Surface Operation (2012)
- Glencore, Liddell Operation (2013)
- Linc Energy (2013)
- AngloAmerican, Drayton Mine (2013/14)
- HSE Mining (2015/16)
- Alex Fraser Group (2015)
- Glencore Ravensworth Coal Handling Plant (2016)
- Namoi Cotton (2016)
- BMA - Saraji/Peak Downs/Goonyella (2016)
- Newcastle Coal Infrastructure Group (2016/17)
- Glencore – Bulga Opencut Mine (2016/17)

Fatigue Management Support Services;

1. Fatigue Risk Assessment (including the facilitation and drafting the Risk Assessment documents)
2. Subject matter expertise (including assisted with enquiries from workforce, unions and regulators)
3. Provision of ongoing guidance of FRM system design
4. Workforce awareness training
5. Supervisor training

Testimonial

Damian Bassett General Manager Safety | Kalari Pty Ltd

“At Kalari we have been focussed on the compliance and technology aspects of fatigue management for some time, and now Dr Trent Watson and his excellent team at Ethos Health have provided us with education on Fatigue First Aid and facilitation of Fatigue Charter development across the country. With the assistance of Ethos Health we are progressing towards having multiple and coordinated fatigue controls in place and integrated into our Kalari Safety Management System”

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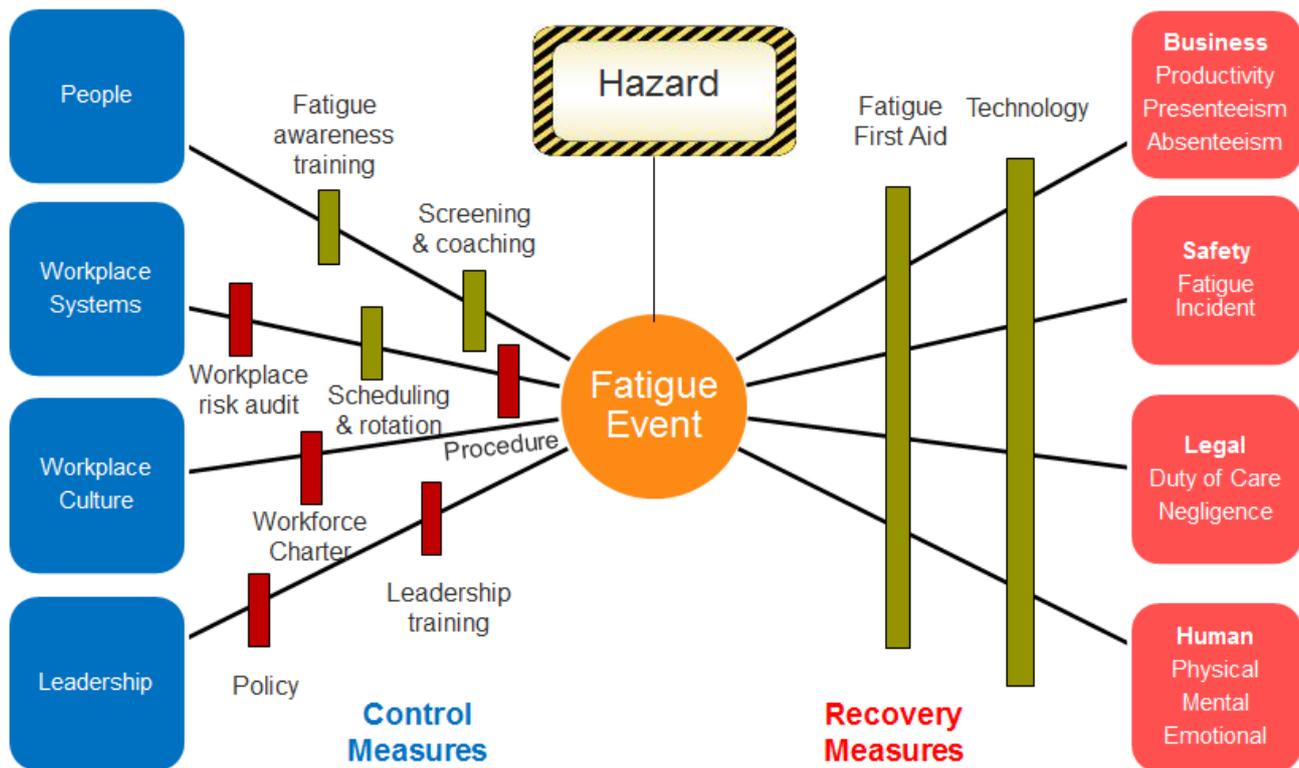
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What can organisations do to help minimise the risk of fatigue?

In shift working work environments it should be accepted that fatigue will occur at some point. Where fatigue-related risk in the workplace has been identified, it is a legislative requirement to ensure the health and safety of people in the workplace through the implementation of risk mitigation strategies.

The bowtie model below, identifies a range of risk factors that can lead to a fatigue event, which can subsequently escalate to a number of undesirable outcomes, including a fatigue-related accident. Thus, a problem that has multiple risk factors will require multiple control mechanisms as part of a Fatigue Risk Management System (FRMS) to avoid fatigue-related incidents occurring.



Fatigue first aid is an extension to the concept of first aid, whereby action is taken or assistance given to any person suffering symptoms of fatigue, with a view to ensure the health and safety of that person, and the risk they may pose to others. The overall goal of Fatigue First Aid is to respond preventatively to the early signs of fatigue to prevent the condition from worsening, and/or promote recovery. This is in preference to responding reactively to escalating symptoms of fatigue whereby an individual ability to make conscious or rational decisions to prevent an accident from occurring is impaired.

Fatigue First Aid provides a clear, systematic and demonstrable process that enables personnel to be trained to basic skill levels to enable them to preventatively respond to avoid a fatigue-related incident. Ethos Fatigue First Aid approach has a range of specific resources (including training packages and Wakey App) to make the process as user-friendly as possible.

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Fatigue Management Services

You can't eliminate fatigue but you can effectively manage it! If you are planning your Fatigue Risk Management Training...look no further! Our end-to-end fatigue management services provides organisations with practical solutions that engage the workforce (maintaining a net promotor score of 8/10).

Talk to one of our consultants to see how our suite of Fatigue Management Workshops can form part of your health and safety training plan, assist in meeting your legislative requirements and most importantly mitigate against the risk of a fatigue incident in your workplace.

Support Services

Consulting Services

A fatigue review is critical for benchmarking your organisation and developing a customised plan to more effectively manage fatigue. Engage the fatigue experts to understand your business' key fatigue risks, the incidents of fatigue, the effectiveness of current policies and procedures and overall compliance with the legislative requirements.

Stay Alert Fatigue Booklets

People don't remember everything! Our booklet series helps to reinforce what your employees have learned during their awareness training. Created with your workforce and their families in mind, our booklets are an easy-to-read resource that provide practical tools and advice to help people better understand, take ownership and manage their fatigue. The booklet series includes:

Wakey App

The Wakey App has been created to help identify and manage fatigue. It incorporates the Fatigue First Aid process which is a clear, systematic and demonstrable process (known as the RADAR-BSAFE process) that enables personnel to be trained to basic skill levels to enable them to preventatively respond to avoid a fatigue-related incident.

Wakey App is designed to make the process as user-friendly as possible and to ensure data can be collected, collated and monitored to ensure compliance to Fatigue Risk Management Procedures. It's designed to be effective because workers will learn from the people who best know their work - other people doing the same work.

A combination of innovative technology and workplace know-how, the Wakey App is simple, affordable and will have minimal disruption to your core business operations.



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Training & Refresher

Our training workshops have been modulated to allow them to be delivered alone or in combination. They can be sequenced to form an ongoing fatigue risk mitigation strategy or as part of routine refresher training.

Fatigue Awareness Training

Fatigue Awareness Training is most commonly delivered in a two-hour workshop. However, depending on business needs it can be broken up into two separate one hour sessions.

Part 1	Part 2
<p>Introduction to Fatigue & Workplace Risk Factors (1 hr)</p> <p>Part 1 of the Fatigue Awareness Training will provide a general introduction to fatigue; its symptoms, prevalence and consequences; and the factors that contribute to fatigue. The legislative requirements for managing fatigue will be discussed, as well as, the impact of workplace specific risk factors.</p> <p>The key take-home messages of this workshop include:</p> <ol style="list-style-type: none">1. Fatigue cannot be eliminated...but it can be managed2. Everyone has a role in managing fatigue...shared action is one of the most powerful ways of reduce the risk of a fatigue-related incident3. Respond preventatively to the early sign of fatigue rather than react to escalating fatigue symptoms	<p>Individual Lifestyle Risk Factors of Fatigue (1 hr)</p> <p>Part 2 of Fatigue Awareness training covers all you need to know about the individual risk factors of fatigue and how to help prevent fatigue. The impact of each of the following areas will be discussed, as well as, methods to manage each of these risk areas 1) Sleep, 2) Mental health, 3) Nutrition, 4) Physical activity, 5) Smoking, drugs and alcohol, and 6) Situational factors.</p> <p>Using this knowledge, each participant will create their own Individual Fatigue Management plan.</p> <p>The key-take home for participants is to empower them to make small changes to those factors they can control, which can make a big difference to their experience of fatigue.</p>

Fatigue First Aid – Procedure Training (1 hr)

Fatigue First Aid covers what you need to do when a fatigue-related event occurs. It will incorporate the workplace specific Fatigue Management Plan (Procedure)* to ensure there is a clear, systematic and consistent response to help the workplace make informed decisions about reducing or eliminating fatigue risks.

The workshop will help the workforce ask the right questions, at the right time and take appropriate actions. Topic areas include:

- Applying Mandatory Hour of Work Requirements
- What do I need to do and when I experience Fatigue Symptoms?
 - Fatigue Risk Assessment (Check)
 - Applying Fatigue Risk Assessments (Checks) to Scenarios*

Fatigue Charter – Development and Application (1 hr)

The Fatigue Charter workshop guides a workplace through the development and application of Fatigue Management Charter.

A Fatigue Management Charter is an agreement between people working within a workplace on how to manage fatigue, if and when it occurs. The Charter forms part of the broader Fatigue Management System and includes a vision, commitments, and actions designed to meet those commitments.

There are many benefits to creating and endorsing a Fatigue Charter, including improving the health, safety and wellbeing of your workplace. The Charter will help set expectations of all people working within a

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workplace regarding how they are to respond if they or a colleague is experiencing the effects of fatigue.

By signing up to a Charter, everyone makes a commitment to implement the Charter actions and respond to fatigue symptoms in a way they would expect everyone else in the workplace to respond. This should ultimately lead to shared actions against the risk of fatigue and guide the workplace towards its Charter vision.

Journey Management Plan – Development and Application (1 hr)

Fatigue is a factor in 20-30% of all road deaths, which is comparable to deaths related to speeding and alcohol. Any workforce that works extended or night shifts and has personnel travelling greater than 20 minutes one-way to or from work are at increased risk of a fatigue incident. Journey Management Plans (JMP) are one method of mitigating this risk, which will see some worksite require the completion and submission of JMP's as part of their broader Fatigue Management Plan (FMP).

This workshop outlines the principles underpinning good journey management and will assist participants develop their own JMP specific to their travel requirements to mitigate the risk of a fatigue-related accident.

Fatigue Leadership (4 hrs)

Fatigue Leadership is essential knowledge if you are in a leadership role and responsible for the health, safety and wellbeing of others.

Getting people to use fatigue management strategies effectively is one of the most challenging issues for a leader. This course covers: engaging people in fatigue prevention and management; relationship building; providing support during a fatigue-related incident; applying and coaching the Fatigue First Aid course; and effectively managing people who are using Fatigue Assessment tools and/or have a Fatigue First Aid Plan.

Note: Leaders undertaking the Fatigue Leadership course must have completed as a pre-requisite Fatigue Awareness.

Our Vision

To be the leading provider of proactive health and safety services.

Purpose

We inspire, create and deliver solutions to improve the health and safety of people and organisations.

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