

4 General comments

Please provide any general feedback about the draft model Code.

1. Introduction: Inclusion of the terms “visual fatigue, compassion and social fatigue”, under the topic, “What is fatigue?”.
2. Include one of the hazards which cause fatigue as”
 - Social isolation, inadequate external stimulation and irregular social interaction due to culture shock, pandemics and inadequate social cohesion emanating from cultural differences. Speak about how social contexts at work and at home feed into fatigue.
 - For others these hazards can be caused by social fatigue due to difficulties adjusting to different communities and character types (e.g. extroverts and introverts). For others who have migrated from community-based communities adapting to an individualist culture where perceptions of a lack of empathy and social networks, may cause fatigue. This may result in depression, loneliness and social isolation. For example, during COVID-19 research carried out in a laboratory setting and during the COVI-19 quarantine periods found that individuals experienced increased fatigue after eight hours of social isolation.
3. Include poor ergonomics under what can cause fatigue under the broad group “tasks, equipment or environments”.
4. 1.2 How fatigue causes harm: Include how psychosocial risks can be generated and how they can cause fatigue if not controlled. For example, low levels of job control, lack of role clarity, inadequate reward and recognition are categories of risks that can cause fatigue.
5. Safety risks from fatigue-related incidents: Outline the classification of the types of fatigue based on a risk rating criterion e.g. there
6. Criterion for measuring fatigue: Outline the various, Prescriptive and Risk-based Fatigue Management systems or a Hybrid of both for the measurement of fatigue as it may be challenging to develop prescriptive thresholds that are meaningful.
7. 3.1 Hazards that create a risk of fatigue.
 - Include poor ergonomics under poor physical work environment. Poor ergonomics increases the risk of MSD pain and discomfort which may contribute to fatigue due to inadequate sleep and recovery due to pain.
 - Inadequate inclusion policies which result in discrimination and failure to provide policies for one to acclimatise culturally resulting in social misfits, inadequate external stimulation and irregular social interaction.

8. Workplace inspection and observation: Include Job Safety Analysis to break down a task/ job into smaller steps and observe how workers work through each step.

Engage workers to then identify effective controls (Elimination, Substitution, Engineering Controls, Administrative Controls and Personal Protective Equipment (PPE) and improvement opportunities to reduce fatigue.

5 Comments on specific sections

You can comment on as few or as many specific sections as you like.

1. Introduction

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1.1 What is fatigue?

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1.2 How fatigue causes harm

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1.3 WHS duties to manage fatigue risks

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2. Risk management process

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2.1 Leadership and management commitment

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2.2 Consulting throughout the risk management process

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3. Identify hazards

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3.1 Risk of workers becoming fatigued

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3.2 Health and safety risk from fatigue

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3.3 How to identify fatigue-related hazards

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4. Assess the risks

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4.1 When should you assess the risks?

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4.2 How to assess the risks

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5. Control the risks

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5.1 Combination of control measures

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5.2 Preventing fatigue

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5.3 Managing health and safety risks from fatigue

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5.4 Fatigue duties shared with workers

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5.5 Other persons

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5.6 Implementing control measures

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6. Maintain and review control measures

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7. Record keeping

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Appendix A – Resources

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Appendix B – Risk management chart

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Appendix C – Case Studies

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