

WFS Fatigue Management

Numerous recent studies illustrate the mounting rates of employee fatigue in the workplace. For six years running, more than 80 per cent of respondents in an annual workforce management trend survey, conducted by WorkForce Software and *Workforce* magazine, have indicated that fatigue is a larger problem than in years past.

In order to minimise the risk for your employees and your organisation, you need to proactively identify, monitor and manage those work patterns and conditions which create fatigue. Our WFS Suite was designed from the ground-up to accommodate these critical needs.

Identifying Sources of Fatigue

At WFS: A WorkForce Software Company, we begin with the fundamental understanding that, despite similarities you may share with peers in your industry, your organisation is unique. The policies, processes and workforce you employ combine to form a distinctive environment, so our partnership begins with helping you to identify the potential sources of fatigue within your organisation.

Through a complete audit and review process, we work with you to examine shift patterns, review job types and explore specific tasks in an effort to identify underlying sources of fatigue. Once determined, that information forms the basis of the employee “fitness for duty” calculations that EmpCenter will automatically monitor and enforce across your organisation.

Monitoring & Managing Fatigue

WFS Suite leverages employee time and labour data to track hours worked, tasks performed, breaks taken, annual leave and virtually any other parameter that is critical within your work environment. Then, by comparing that information against your pre-configured “fitness-for-duty” profiles, WFS Suite identifies and flags employees who are at risk of becoming fatigued and alerts managers of any necessary rostering or staffing changes.

This ‘fatigued’ classification can be based upon any condition—or combination of conditions—you define. Working too many consecutive third-shift rotations, being assigned to dangerous or highly-repetitive tasks without adequate periods of rest or even failing to take annual leave can all be factors which lead to fatigue. If your industry or organisation already has documented fatigue risk management systems in place, those parameters can be quickly and easily configured within WFS Suite, as well.

Once an employee has been flagged as a fatigue risk, any number of actions can be performed. For example, managers can be proactively notified as soon as a fatigue condition has been met and mandatory days off can be rostered. It’s all dependent upon which practices will be most effective within your operating environment.



Documentation and Audit Trails

Adherence to fatigue management best practices may not be enough to insulate your organisation. The ability to demonstrate proof of adherence is also critical. WFS Suite helps keep you covered by maintaining a complete audit trail that can be readily produced, should your organisation require such documented evidence.

Combating Fatigue Produces Measurable Results

Proactively addressing employee fatigue issues across your entire employee landscape can pay significant dividends, including:

- Reduction of health-related issues and absences
- Increased productivity
- Improved employee morale
- Reduced exposure to litigation and risk
- Improved workplace safety
- Reduction in errors and quality concerns.