

### Any Questions?

- All organisations have a responsibility to ensure:
- That they meet their legislative requirements
- That they are ethical in their treatment of their people
- That they investigate risks within the work environment
- Ensure that their people are fit for work prior to commencing
- Using this system ensure the first act a person does before enter the workplace is a safe act

### Conclusion

### How CRT Reduces the Risk of Fatigue

- Limit the hours of employees in the workplace by an "Hours of Work Policy"
- Self appraised questionnaire
- Place controls on personnel who work more than the normal hours
- Where employees are showing the effects of fatigue they rest on the Fr 2000
- If high risk then they are driven home
- Ensures adequate breaks between shifts

### Fatigue

### Stress

### Stress

- Like fatigue, stress can be determined to the four work environment including harassment and bullying
- Production pressures
- Domestic situations
- Financial situations
- Result from a number of different causes:

### How CRT Manages Stress

- CRT manages stress by providing the following services to employees
- Employee Assistance Provider (EAP) for confidential counselling for employees and families
- Assesses to address problems in the workplace
- Provides for risk assessment, EEO, workplace behaviour, hours of work etc
- A company wide focus on safe production

### Fatigue

### Objectives

- Discuss the system CRT has in place to manage the Fitness for Work
- How at CRT use the system to monitor stress and fatigue
- What controls CRT has put in place to manage the risk to relation to stress and fatigue

### Tracking Stress & Fatigue at Consolidated Rutile Limited

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### The Fit for Work System (cont.)

- The fit 2000 measures four involuntary actions of the eye
- Easy to monitor
- Non-invasive
- Travel takes about 30 secs
- Accurate: Velocity: the reaction time for the eye to travel from side to side
- Amplitude: pupils reaction to light
- Latency: time taken for the pupil to return to normal
- Behaviours can be monitored over time periods
- Check for signs of impairment for alcohol and drugs
- Tests for signs of impairment for alcohol and drugs
- Fr 2000 Fit Duty System

### Fatigue

- The stress of fatigue have been well documented and recent studies into this area have found the following effects:
- Comprehension of complex situations
- Greater risk of injury and incidents
- Accidents and sickness
- Moods and behaviour
- Communication
- Job satisfaction and productivity