



Managing fatigue and Best Rostering

Advice to LLEG's

May 2015

Rostering directly impacts on the health and safety of employees, and through them the productivity and quality of outcomes for patients. Following on from our Best Rostering Workshop, at which best practice principles were agreed, there does not appear too much that has changed, further to this NLEG has received very little feedback as to how these have been incorporated into rosters.

The following is a list of principles developed at the workshop which were to be applied to all rosters.

- Recovery time no less than 24 hours between shifts. E.g. Working from 1600-2400 on Friday night and being on call Saturday 0000 – 2400 is not considered appropriate.
- Any calls after 2400 require a 9 hour break after the call.
- Frequency of unsocial (outside ordinary hours) shifts restricted to 1:5 rotation.
- No more than 1:4 consecutive days on-call.
- Max 5/7 days worked in a row.
- Length of shift should be no longer than 8 hours.
- On call should be considered as on duty when considering the impact of fatigue.
- The time spent actually sleeping (as opposed to at work) and recuperating is key to managing fatigue. Just thinking about the time staff are physically at work is insufficient from a fatigue management perspective.

Note: Frequencies written as 1: 4 or 1:5 mean that 1 event in any 4 (or 5) consecutive events. So for instance 1:4 weekends means 1 weekend in 4 consecutive weekends; 1:5 nights, means one night in any 5 consecutive nights.



To assist LLEG's, NLEG recommends that the LLEGs meet with their Roster writers to discuss these rostering principles and suggest the following:

- Provide copies of the Managing fatigue and Best Rostering Advice along with Managing Fatigue and Best Rostering Plain Language Advice - to roster writers with LLEG's support and expectations.
- Set a timeframe to receive feedback from the roster writer on the principles and in particular the following:
 - a. What they have been able to achieve and have put into place in regards to each principle.
 - b. What issues they have faced in implementing the principles, and which principles they haven't been able to implemented and why?