

Background

Fatigue is a significant health and safety concern impacting our workforce and by extension patients in our care. We have a legal obligation to manage and minimise fatigue under the Health and Safety Work Act 2015. Six Priority actions have been agreed by Health New Zealand | Te Whatu Ora (Health NZ) to help address fatigue. The first priority is to **provide accessible and nutritious food options for night workers**.

Purpose

This guideline outlines the intent and commitment by Health NZ to ensure staff have **access to healthy nutritious food options** when working at night to assist with the management and minimisation of fatigue. It is intended to support our people leaders in implementing a solution that is fit for purpose for their location and their people.

Key Principles

- All workers should have access to **facilities** to safely store and prepare food and beverages. This should include access to a fridge, microwave, toaster, hot water, cold water, cutlery, and crockery.
- All workers should have access to a **private space** for use during meal breaks.
- All workers should have access to tea, coffee, milo, milk, and sugar
- All locations should have at least one option available for night workers to **access nutritious food**. Options could include:
 - Meals provided by on-site cafés (e.g., frozen, or pre-packed individual sized meals that are available and accessible to night workers).
 - Stock/pantry of nutritious food (e.g., nuts, protein bar, cheese, tinned tuna and crackers, fruit).
 - Snack packs (light meal and nutritious snacks)
 - Meal vouchers for on-site café where available for night workers (or off-site providers)
 - Access to bread, spreads, and condiments
 - Vending machine - including full meals, snacks, hydration drinks.
- The above options may be provided by a central resource or coordinated by individual departments. It is expected that each location will test and learn what works well for their site and their people.
- It is the responsibility of each location to **sustain and maintain** their chosen option.
- All workers should be able to **access practical information** to help them make the right choices about what they eat, assisting them to shift nutrition and ensuring they are eating the right foods, at the right time.

Reporting and Monitoring

- Solutions are to be monitored locally to allow for escalation and additional supports.
- The Group Director Operations (GDO) will provide a summary of uptake via the monthly reporting through to the Regional Directors.

