



**CAMPBELL
INSTITUTE**

ADDRESS EMPLOYEE FATIGUE IMMEDIATELY

A decorative graphic on the right side of the page consists of a diagonal blue band. Within this band are several overlapping geometric shapes: a white hexagon, a white circle, a yellow circle, and a light blue circle. Lines connect some of these shapes, creating a network-like pattern.

**Campbell Institute,
National Safety
Council**

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According to National Safety Council research, 90% of America's employers have been negatively impacted by tired employees. Forty-three percent of employees admit they may be too tired to function safely at work. With fatigue becoming an increasingly common workplace hazard, the National Safety Council is calling on all employers to implement comprehensive programs – known as fatigue risk management systems – that can help prevent the roughly 13% of workplace injuries attributable to sleep problems.

The Council has outlined key elements of a fatigue risk management system in its paper [Managing Fatigue: Developing an Effective Fatigue Risk Management System](#). Another report from the Campbell Institute details results from a pilot study conducted among world class safety organizations to assess worker fatigue and effective countermeasures. In [Understanding Fatigue Risk: Assessment and Countermeasures](#), the Institute identifies a persistent gap between how employers and employees view fatigue and makes the case for changing culture to enhance safety.

To emphasize the importance of the issue, the Council and the Institute also are gathering fatigue experts and researchers from around the globe in Seattle this week for a symposium that will focus on eliminating fatigue-related risks in the workplace.

"In our 24/7 world, too many employees are running on empty," said Emily Whitcomb, senior program manager for fatigue initiatives at NSC. "Employees are an organization's greatest asset, and addressing fatigue in workplaces will help eliminate preventable deaths and injuries."

Fatigue not only hurts employees' wellbeing and safety, but it also carries a significant price tag. Fatigue costs the U.S. economy more than \$400 billion annually. An employer with 1,000 employees can expect to lose more than \$1 million each year in missed workdays, lower productivity and increased healthcare due to employee fatigue.

"Even employers with state-of-the-art safety programs feel the negative effects of fatigue," said John Dony, director of the Institute "As employers work to eliminate risks, we encourage them to implement fatigue risk management systems and lean on the Council and the Campbell Institute for help."

Workplace practices and policies that contribute to worker fatigue include working night shifts and overtime, a lack of time off between shifts and inadequate rest areas within the workplace for employees to take breaks.

Strong fatigue risk management systems blend employee education and training with improvements to workplace environments, culture change and data-driven programs.

Additional information about workplace fatigue is available at nsc.org/fatigue.