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# New Zealand Transport Agency

Approaches to Fatigue Management and Psychological Health



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# Psycho-Social Factors

A challenging and confusing landscape



Fatigue  
Lifestyle  
Alcohol  
Depression  
Resilience  
Gambling  
Rest Regimes  
Drugs  
Relationship  
Stress  
Chronic  
Acute

Abuse  
Cumulative  
Aggressive  
Frustration  
Control Locus  
Mental Health  
Wellbeing  
Coping  
Bullying  
Harassment  
Equality  
Travel

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# Managing Fatigue

Taking a Collaborative Approach



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# Zero Harm Leadership Forum & Industry Group

## Mechanisms for Collaboration

**2017**

June - Dec

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NZTA and supply chain (through Zero Harm Leadership Forum) assessed data and information and agree on cooperative approach to solution for fatigue risks.

**2018**

Jan - May

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NZTA and supply chain undertook work to identify current risk controls in place and initiatives underway to improve fatigue management.

**2018**

May -

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Collaborate to develop and test practicality of models into a common framework that provides clarity and consistency to supply chain.



# Zero Harm Leadership Forum

## Industry Approach to Fatigue Risk Management

### Development of fatigue management framework:

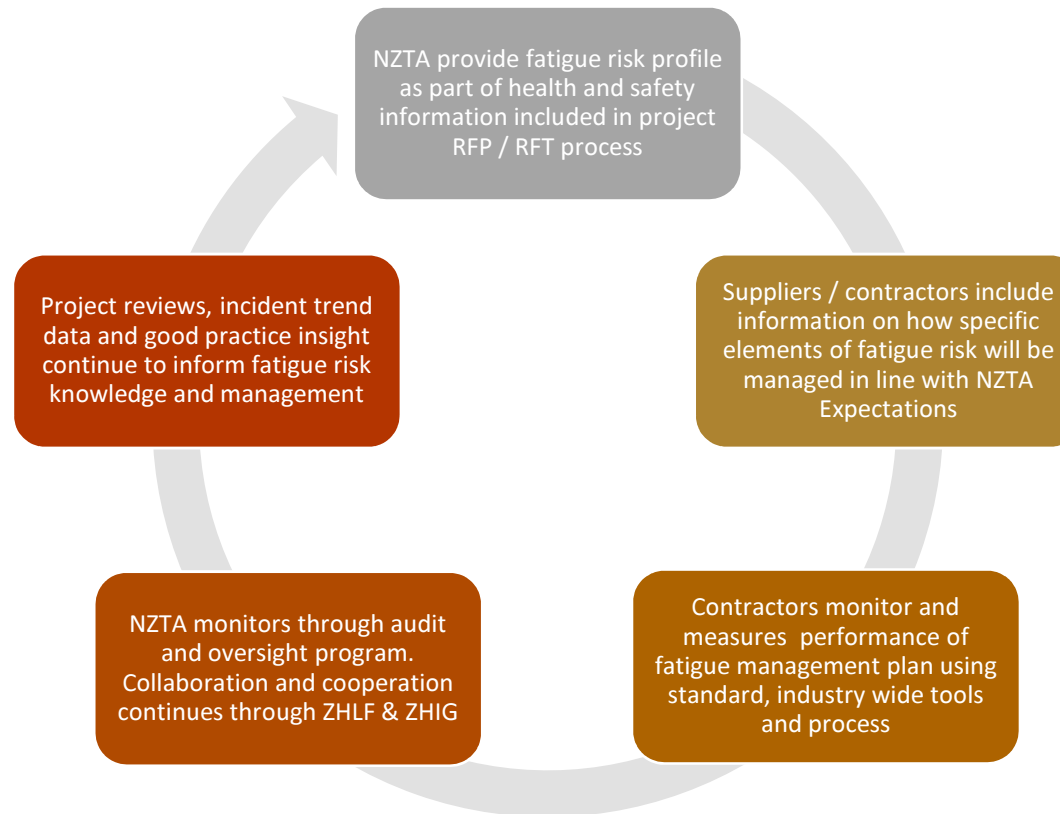
#### Design Principles:

- Must balance standardisation with need to enable innovation and progression across the supply chain.
- Must meet obligations and requirements of all PCBUs as individuals and as a collective.
- Must take a risk management approach, i.e. recognising how HSWA and WorkSafe strategy direction seek to direct how we approach this.
- Must understand and recognise what barriers to prescription exist and ensure they are addressed in the framework.

# Zero Harm Leadership Forum

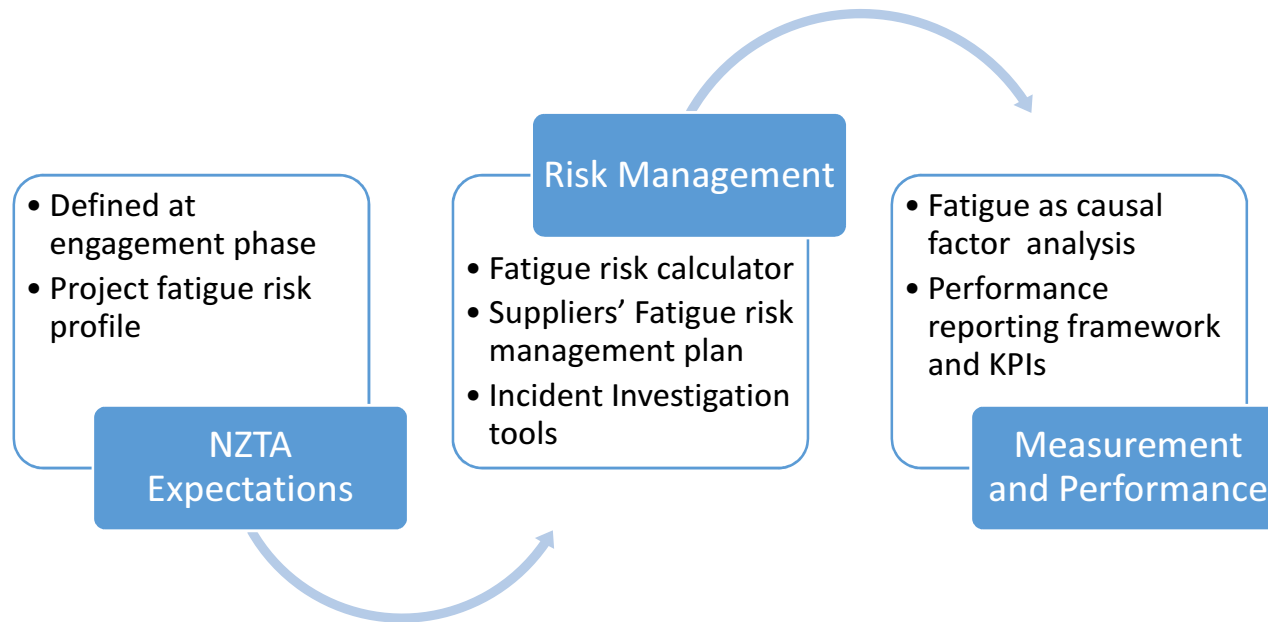
## Industry Approach to Fatigue Risk Management

### Framework Model: Proposed Future State



# Zero Harm Leadership Forum

## Industry Approach to Fatigue Risk Management



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# Framework for Fatigue Management

Operationalisation: July Onwards

**NZTA  
Fatigue  
Risk  
Profile**

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This will provide contractors with information to understand fatigue risks and to accurately address them in management plans.

**NZTA  
Contractor  
Expectations**

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NZTA's Contractor HSW Expectations will include specific requirements for implementing Fatigue Management Framework.

**Monitor  
and  
measure**

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NZTA and contractors' reporting and performance monitoring through monthly performance reports and incident analysis.



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# Psychological Health

Applying a Risk Management Approach

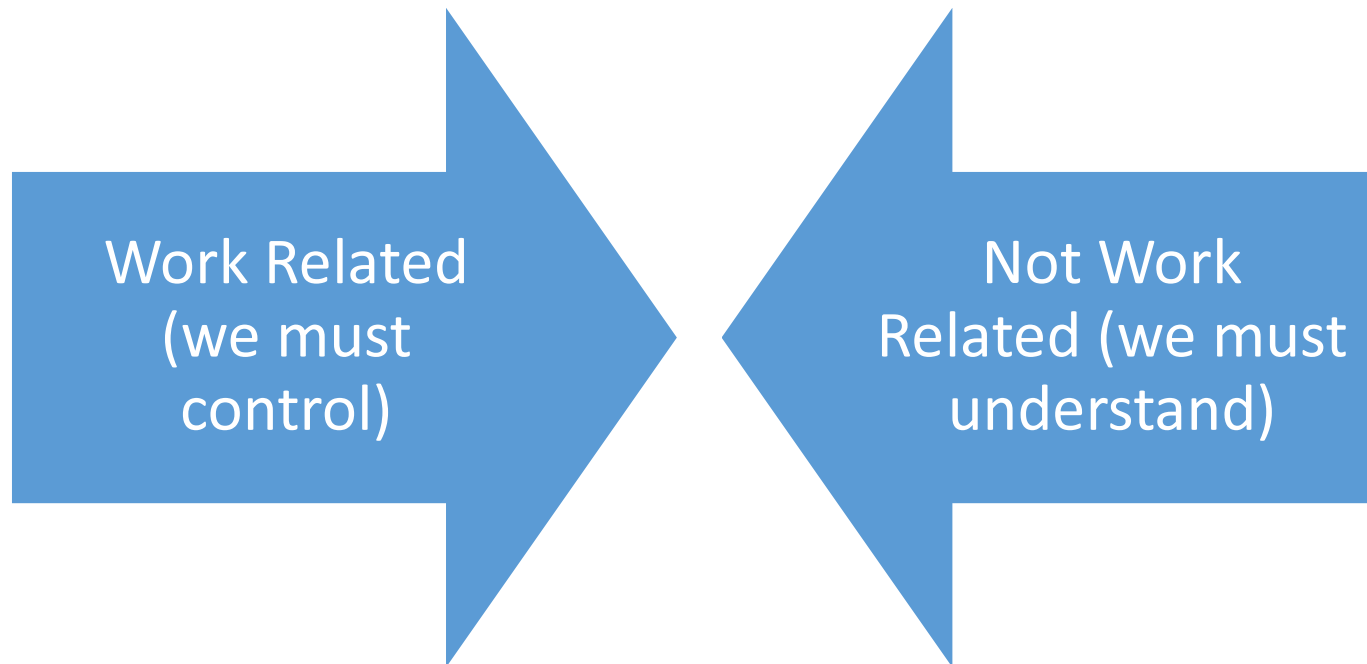


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# Psychological Health

Effects of Work on Health

Effects of Health on Work



# Health, Like Safety. Psychological Health, Like Physical Health

## Understanding Health and Safety at Work Act Requirements

Activities

Hazards

Risks

Controls

Reviews

What do we do?

How can this impact the psychological health of workers?

How likely is this to happen? What injuries may be caused?

What are we doing to **stop** these things causing injury? What do we put in place to **reduce** their impacts?

Are these things working? Are our people protected? What can we do better?

# Case Study: Workers in Temporary Traffic Management Sites

## An Accidental Discovery



Focussing on the physical safety of our workers. We wanted to talk to workers about their experiences

What we found were they were more concerned about the psychological effects of work, than the physical dangers

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# Taking this forward

Understand capabilities and identifying barriers – July – September 2018

Picture of  
Psyc  
Risk  
Ass

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Who is doing what?

What can we build on?

Are we going beyond mitigation?

Understand state of capability to pro-actively identify and control work related psychological risks

Understand capacity and priority of developing capability in psychological risk management

What are the systemic barriers to moving the industry?

What are the ways we can remove barriers and drive improvement?



# Psychological Health Program Considerations

## Different People, Different Causes, Different Effects

Who is most at risk?

What are the work activities that can cause psychological injury?

What risks are there to people's psychological health?

What risks are there to people's health and safety through impaired psychological health?

What does psychological injury look like?

How are incidents reported?

How do we investigate incidents and develop corrective actions?

How do I get people back to work?

How do I separate the potential effects of work from other factors?

How do I know when people are at risk?

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# Keep it simple and separate

Effects of Work on Health

Effects of Health on Work



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# Questions & Further Information

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## Partnership & Industry Bodies

NZTA Zero Harm Industry Group

Human Factors and Ergonomic  
Society NZ

SiteSafe

CHASNZ

WorkSafe

ACC

