

# Fatigue At Work and Disconnecting from Work

Fatigue is mental and or physical exhaustion that impairs safe and effective work performance, increasing the risk of errors and accidents. Disconnecting is the ability to disengage from work during personal time.

## Fatigue is Increased by

- Workload, time pressure
- Long, repetitive, and monotonous task
- Dim lighting
- High or cold temperatures
- High noise
- Stress or anxiety
- Lack of breaks and recovery between shifts
- Diet, lifestyle
- Family and social life
- Medical conditions

## Signs

Headache  
Sleepiness  
Loss of appetite  
Lapses in attention  
More errors  
Emotional outbursts  
Irritability  
Withdrawn

## Tips for Minimizing Fatigue

**Employer** Take into account staff's job design (workflow, order of tasks, staff scheduling); Improve safety culture and provide training so staff feel comfortable reporting; Provide good lighting, temperature control, and a quiet, comfortable rest area.

**Staff** Prioritize quality sleep and recovery; Manage personal factors that increase fatigue; Recognize and report fatigue early to your supervisor

## Tips for Disconnecting

- Set a "shutdown ritual" at the end of your workday (e.g., 5 min review of tomorrow's plan, shutting down devices, changing clothes).
- Respect others' efforts to disconnect by avoiding non-urgent emails or calls outside office hours.
- Set boundaries between work and non-work time (e.g., silence notifications after work).
- Participate in leisure activities outside of work.
- Use vacation time.



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