

5 practical ways organisations can proactively address fatigue at work

Normalising early support

Encouraging employees to seek help before challenges escalate reduces the likelihood of crisis.

When support is woven into everyday conversations and framed as a proactive strength, not a last resort, people feel safer reaching out earlier.

Equipping managers

Managers are often the first to notice subtle shifts in behaviour, mood, or performance. Giving them the confidence and guidance to have supportive conversations — and clarity on where to direct employees for help — makes early intervention more accessible and less daunting for everyone involved.

Supporting recovery and sleep

For shift workers and those in high-demand roles, thoughtful rostering and education around sleep hygiene can meaningfully reduce cumulative fatigue.

Even small, consistent adjustments can restore energy over time and signal that recovery is valued, not overlooked.

Monitoring risk environments

In safety-critical settings, keeping a close eye on hours worked, cognitive load, and environmental pressures helps prevent fatigue-related incidents before they occur.

Regular check-ins create space to identify when workloads need adjusting, long before burnout takes hold.

Providing human access to care

Digital tools and policy frameworks play an important role. Yet in moments of acute stress or deep exhaustion, timely access to a qualified professional can be transformative — offering not just information, but reassurance, perspective, and practical support.