

## 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 and Work Act 2015. Six priority actions have been agreed by Health New Zealand | Te Whatu Ora (Health NZ) to help address fatigue. Priority Three is to **provide supportive transport options for fatigued workers**.

## Purpose

This guideline outlines the intent and commitment to Health NZ to **provide supportive transport options for fatigued workers**. It is intended to support Leaders in implementing a solution that is fit for purpose for their location and their people.

## Key Principles

- Primary focus is to ensure kaimahi get home safely when they are too tired to drive, wherever they live.
- All people leaders are responsible for following and implementing these guidelines, including raising awareness of the options available, referrals and coordination, and recording and monitoring use.
- Transport options should be convenient and accessible for kaimahi and distance to and from work should be taken into consideration to ensure this. Return to workplace to collect vehicles is also to be arranged, with consideration given to implications such as parking.
- It is recommended the coordination of safe transport will sit with the local Integrated Operations Centre (IOC) as an existing 24/7 support function.
- Where kaimahi are more likely to experience fatigue, such as following a double shift, this will be managed proactively with the option to arrange transport home in advance.
- Kaimahi may choose to take a nap before travelling home – in these instances, our napping guidelines [tba] apply.
- Solution is to centre on ease of access, convenience and ensuring available options best support the overall wellbeing and safety of kaimahi with consideration given to cost of implementation.

## 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 or uptake via the monthly reporting through to the Regional Directors.

## Options to Consider

- Public Transport vouchers
- Shuttle or driver provided
- Family/friend
- Co-worker / carpooling scheme
- Taxi Chits
- Ride Sharing Services