

A silhouette of a person stands on the left side of the image, next to a large, semi-circular clock face. The clock face is dark red with several tick marks. The background is a gradient of dark red and blue.

Fatigue

M A N A G E M E N T

Chestnut Global Partners (CGP) brings a range of behavioral solutions to the problems of poor sleep, fatigue and shiftwork management. Our programs provide your workforce with strategies and tools to improve their sleep and readiness.



Change. Grow. Perform.

An estimated 35-40% of Americans have sleeping problems. Insufficient or poor quality sleep affects everyone in the organization -- from senior management to office staff -- leading to difficulties concentrating, thinking clearly, or simply staying awake on the job. Lack of quality sleep can result in increased safety risk, and it's a contributing factor in diabetes, heart disease, and depression.

HEALTH
productivity
SAFETY

**National Sleep Foundation
2010 Sleep in America Poll**

1/4 OF THOSE SURVEYED INDICATED THAT THEIR WORK SCHEDULE DID NOT PERMIT THEM TO OBTAIN ADEQUATE SLEEP.

1/3 REPORTED THAT THEY DID NOT OBTAIN SUFFICIENT SLEEP TO FUNCTION THEIR BEST.

Whether you're in the service or manufacturing sector, whether your workforce is made up of office workers or shift workers, implementing sleep and fatigue management programs has become a business imperative.

IN A STUDY PUBLISHED IN JOURNAL OF OCCUPATIONAL MEDICINE IN 2010, FATIGUE RELATED PRODUCTIVITY COST WERE \$1,967 PER EMPLOYEE/YEAR.



CGP Fatigue Management Training Program – Employees

Our programs are led by dynamic instructors who provide training in a medium size group setting, allowing for a personalized approach based on the group's specific needs and characteristics.

Participants receive in depth information on the following topics:

- The impact of inadequate sleep on health, safety, and work performance
- Individual, occupational, and environmental causes of fatigue
- Circadian rhythms, sleep cycles, and their role in promoting alertness
- Managing shift change and improving alertness on night shift
- Improving sleep - getting to sleep and staying asleep
- Food, alcohol, caffeine, drugs and fatigue
- Managing fatigue, travel, and jet lag

Following the completion of a comprehensive fatigue profile based upon 27 behavioral and medical risk assessments, our instructors work with participants in developing individualized fatigue management plans.

OVER THE PAST DECADE, THE NUMBER OF ACCREDITED SLEEP LABS THAT TEST FOR THE DISORDER HAS QUADRUPLED, ACCORDING TO THE AMERICAN ACADEMY OF SLEEP MEDICINE. AT THE SAME TIME, INSURER SPENDING ON THE PROCEDURE HAS SKYROCKETED. MEDICARE PAYMENTS FOR SLEEP TESTING INCREASED FROM \$62 MILLION IN 2001 TO \$235 MILLION IN 2009, ACCORDING TO THE OFFICE OF THE INSPECTOR GENERAL.

CGP Fatigue Management Training – Supervisors

We provide advanced training to managers and supervisors addressing their individual sleep/fatigue issues, while giving them insights and tools to understand and mitigate the root causes of workforce fatigue.

CGP's Supervisor Training Program builds on the information provided from the Employee Training and covers the following areas:

- Managing fatigue in the workplace
- The role of supervisor in managing fatigue
- Designing and evaluating shifts and rosters
- Assisting employees with fatigue problems
- Recognizing fatigue problems
- Fostering self-management
- Improving team commitment to managing fatigue

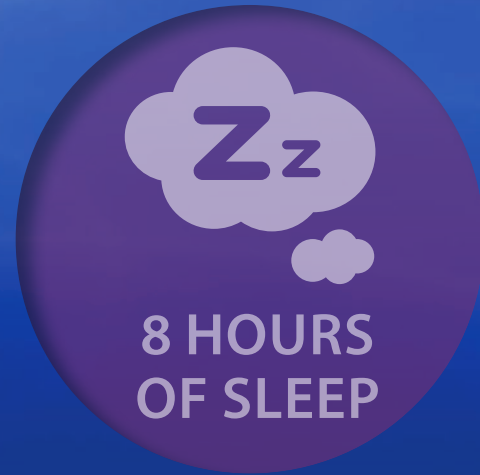


Sleep Coaching

Making and sustaining any behavioral change, including sleeping habits, requires not only information, but ongoing support. A trained behavioral health professional with expertise in healthy sleep can motivate employees to effectively address and resolve their individual risk factors.

Dedicated, telephonic coaches begin where onsite employee training leaves off, increasing access to critical resources and support, which promotes adherence to their personalized fatigue management plan.

CGP can customize a coaching program that fits the organization's risk management strategy.



Consultations

Organizational Fatigue Reviews

Analysis and recommendations from a review of policies and procedures, rosters, efforts to promote employee self-management, supervisor training, and a range of other factors directly or indirectly related to fatigue.

Roster and Work Schedule

Detailed assessment of the roster design which evaluates the degree of compliance with the relevant codes and regulations and includes recommendations for corrective and/or mitigating strategies.

“Fatigue Management is a shared responsibility. Although many interventions to minimize fatigue and enhance alertness of the workforce are in the hands of management, some of the most important elements are under the individual employee’s control. Employees have the primary responsibility to report to work well rested and fit for duty. However, it is incumbent upon management to provide the motivation, knowledge, and in some cases the resources to allow them to do so.”

*2012 American College of Occupational
and Environmental Medicine.*

**For further details on CGP’s Fatigue Management services,
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