

## Appendix 7: Fatigue and other impairments

Impairment at work can be caused by things such as:

- alcohol use
- distractions
- drugs (prescription or non-prescription)
- fatigue
- health conditions
- lack of sleep
- noise
- pressures such as tight or unrealistic deadlines
- stress
- working in extreme heat or cold.

We are concerned about people who are impaired at work and the potential impact on their health and safety, and that of others, regardless of how that impairment is caused.

If a PCBU has identified impairment as a risk, we expect them to manage that risk in a way that is proportionate to the task and level of risk identified.

When we visit a PCBU, we may look at whether risks associated with impairment are being managed effectively.

Work can affect health, and health can affect work. Workers can become unwell or develop poor health from their work environment and activities. Poor health or physical impairment can reduce a worker's ability to work safely, and can impact on other workers' safety.

For more information, see our guidance:

- [Impairment and testing for drugs at work](#)
- [Fatigue](#)