



Cook Islands Sports & National Olympic Committee

## **STRESS & FATIGUE POLICY**

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### **1. POLICY**

Cook Islands Sports & National Olympic Committee is committed to ensuring that staff do not suffer unhealthy levels of stress or fatigue as a result of their work.

### **2. SCOPE**

To enable CISNOC to monitor and address issues of stress and fatigue, staff are asked to inform the Manager if they feel stressed, fatigued or unable to cope with their work as soon as possible so that means of assisting can be explored.

### **3. PRINCIPLES**

- 3.1. Health and Safety in Employment is a positive obligation on employers and staff in the Cook Islands to put systems in place to ensure that all hazards, including stress, do not cause physical or mental harm.
- 3.2. Undue levels of work-related stress and or fatigue that are prolonged or ignored can be hazardous to a person's health and may result in harm.

### **4. DEFINITIONS**

#### **4.1. STRESS**

The causes of stress in the workplace vary from person to person. Contributing factors can include:

- 4.1.1. The intensity and duration of physical and mental effort
- 4.1.2. The environment: climate, light, noise, and workstation design
- 4.1.3. Mental and emotional well-being, responsibilities, worries, conflict, and social interactions
- 4.1.4. Lack of physical wellbeing: illness, pain, disrupted sleeping patterns, sleep loss
- 4.1.5. Poor nutrition and lack of physical exercise
- 4.1.6. The organisational characteristics of work, for example restructuring or redundancy
- 4.1.7. Personal events occurring outside of the workplace

#### **4.2. FATIGUE**

'Fatigue' may be defined as 'the temporary inability, or decrease in ability, or strong disinclination to respond to a situation, because of previous over-activity; either mental, emotional or physical.'

Factors that contribute to fatigue in the workplace may include:

- 4.2.1. Physical exertion
- 4.2.2. Prolonged hours of work
- 4.2.3. Irregular hours of work schedules that require staff to work when they would normally be asleep
- 4.2.4. Poor nutrition and lack of physical exercise
- 4.2.5. Stress
- 4.2.6. Events outside of the workplace

### **5. PROCEDURES**

Staff have a personal responsibility to develop and maintain physical health and wellbeing. This may be achieved through:



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- 5.1.1.Regular exercise
- 5.1.2.Eating a balanced diet
- 5.1.3.Regular social interaction
- 5.1.4.Communicating problems and concerns with friends and family
- 5.1.5.Getting enough sleep
- 5.1.6.Having fun
- 5.1.7.Managing finances responsibly
- 5.1.8.Reducing or eliminating alcohol, caffeine, cigarette smoking, drugs

**Quality Indicators**

Staff satisfaction

Number of days off for staff

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