

# 2021 Approach: Why Fatigue Management helps integrate employee well-being with business operations

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By [Weston Analytics](#)

Employee well-being is now a firm item on the corporate agenda, with organisations understanding that the well-being of their workforce goes far beyond the physical and mental health of their employees, it is centred around building a working environment that promotes job satisfaction, positive cultures, and inspiring leadership.

However, although organisations are now adopting and investing in employee well-being schemes and initiatives to help build healthy and positive working environments a recent study undertaken by the CIPD found that whilst organisations have a better understanding of employee well-being the “initiatives often fall short of their potential because they stand alone, isolated from the everyday business”. Well-being must be integrated into the operational make-up of a business for it to truly embed itself within an organisation, only then will organisations begin to benefit from their investments and initiatives.

An employee's well-being can be affected by a great number of factors, some of which cannot be influenced or impacted by an organisation. However, some well-being factors can be positively impacted by an employer. Fatigue can negatively impact an employee's well-being, this can be through stress, tiredness, pressure or being over-worked. Whilst some fatigue inducing activities may be outside the control of the organisation, some, if not many of these can be managed and monitored by an organisation.

Utilising a Fatigue Management System can ensure that your workforce is not exceeding your industry or internal working hour limits. The systems are designed as an operational management tool, but also considers and integrates the well-being of the worker into the process.

Whilst not viewed as a typical well-being initiative, compared to the more traditional schemes, it is an example of how organisations can integrate business operation and well-being monitoring. By utilising systems, such as Fatigue360, ensures that well-being is not considered as a stand-alone factor, it is considered and centred within the operational planning of an organisation. It places the employee, their safety, and their well-being as the main consideration.

Fatigue Risk Management is a clear example of how organisations, in 2021, can further enhance and begin to integrate well-being initiatives into the overall operation of a business, and not allowing them to operate as isolated schemes.

Weston Analytics, an award-winning fatigue risk management solutions provider has developed, Fatigue360, an end-to-end fatigue risk management and job planning tool, enabling planners and rosters to monitor the fatigue of their workforce.

Their unique system, originally designed for the rail industry, allows worksites to plan and manage, not only working hours, but also the travel and rest periods around work shifts. If you are interested in finding out more about Weston Analytics' fatigue management solution visit their Fatigue360 page.

#### About Weston Analytics

Established in 2020, Weston Analytics is a technology company that creates and offers bespoke software as a service and business systems. The Weston Analytics portfolio currently includes Fatigue360, a fatigue management solution, Worksite360, a workforce management solution, and Enviro360, a waste management solution.

Reference CIPD Health and Wellbeing at Work 2021

[https://www.cipd.co.uk/Images/health-wellbeing-work-report-2021\\_tcm18-93541.pdf](https://www.cipd.co.uk/Images/health-wellbeing-work-report-2021_tcm18-93541.pdf)

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