



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Fatigue Management in the Workplace

Health Sciences and Social Services / Promotive Health and Developmental Services

Unit Standard 260378 · NQF Level 4 · 9 Credits · 6 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to identify, assess, and manage the effects of fatigue in the workplace. It focuses on implementing control measures to reduce fatigue-related risks and promoting a culture of safety and well-being.

Category	Health Sciences and Social Services
Subfield	Promotive Health and Developmental Services
Unit Standard	260378
Accreditation	SAQA Accredited · NQF Level 4 · 9 Credits
Duration	6 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Identify the causes and effects of fatigue on health, safety, and performance.
- Assess fatigue risks using appropriate tools and techniques.
- Implement control measures to mitigate fatigue in the workplace.
- Evaluate the effectiveness of fatigue management strategies.
- Demonstrate compliance with relevant legislation and organizational policies.
- Promote a fatigue-aware culture through communication and training.

WHO SHOULD ATTEND

- This course is designed for supervisors, team leaders, health and safety representatives, and any employees responsible for managing workplace fatigue risks.

COURSE OUTLINE

Day 1: Understanding Fatigue and Its Impact

- What is fatigue? Types and symptoms
- Causes of fatigue: sleep loss, work schedules, health factors
- Consequences: errors, accidents, health problems
- South African legislation: OHSA, BCEA, and industry-specific regulations
- The cost of fatigue to employers and employees

Day 2: Sleep Science and Circadian Rhythms

- Circadian rhythms and the body clock
- Sleep stages: NREM and REM
- Sleep debt and recovery sleep
- Factors affecting sleep: light, noise, caffeine, alcohol
- Sleep hygiene strategies
- Shift work and its impact on circadian rhythms

Day 3: Fatigue Risk Assessment and Management

- Principles of risk assessment: hazard identification, risk evaluation
- Fatigue risk factors: shift timing, duration, workload
- Fatigue Risk Management System (FRMS) components
- Engineering and administrative controls
- Personal protective measures
- Case studies: fatigue-related incidents

Day 4: Work Scheduling and Shift Design

- Shift patterns: fixed, rotating, night shifts
- Principles of good shift design: forward rotation, adequate rest
- Break management: frequency, duration, timing
- Napping strategies: power naps, planned napping
- Fatigue management policies and procedures

Day 5: Monitoring and Measuring Fatigue

- Subjective measures: fatigue scales, sleep diaries
- Objective measures: psychomotor vigilance tests, actigraphy
- Fitness-for-duty assessments
- Technology: wearable devices, fatigue detection systems
- Data analysis and reporting
- Continuous improvement in fatigue management

Day 6: Developing a Fatigue Management Plan and Culture

- Components of a fatigue management plan: policy, risk assessment, controls
- Building a fatigue-aware culture: leadership, employee engagement
- Training and communication strategies
- Incident investigation and root cause analysis
- Review and continuous improvement
- Final assessment and course wrap-up

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **9 NQF credits** at **NQF Level 4**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 25,600.00	R 25,600.00
1	In-House	R 33,300.00	R 33,300.00
1	On-Campus (Pretoria)	R 38,400.00	R 38,400.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	17 Aug 2026	On-Campus	Abu Dhabi, UAE
10 Aug 2026	17 Aug 2026	On-Campus	Cape Town, South Africa
12 Aug 2026	19 Aug 2026	On-Campus	Durban, South Africa
12 Aug 2026	19 Aug 2026	On-Campus	Dubai, UAE
14 Aug 2026	21 Aug 2026	On-Campus	Pretoria, South Africa
14 Aug 2026	21 Aug 2026	On-Campus	Mauritius
17 Aug 2026	24 Aug 2026	On-Campus	Durban, South Africa
17 Aug 2026	24 Aug 2026	On-Campus	Dubai, UAE

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

- 1. Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 260378) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
- 2. Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
- 3. Apply by phone or WhatsApp:** call **+27 12 004 8389** or WhatsApp **+27 65 077 6310** and we will prepare your quotation and reserve your seats.
- 4. Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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