

Mental and Physical Demands of Work		Work Scheduling and Planning		Long hours of work across a roster cycle		
☐	Do jobs involve repetitive or monotonous work?	Changes to rosters		☐	Does one shift involve more than 12 hours in a day, including call-outs?	
☐	Is the work physically demanding?	☐	Do workers get sufficient notice of roster changes?	☐	Do hours of active work exceed 48 hours in any seven days, or 624 hours over three months (13 weeks)?	
☐	Is there time pressure due to a heavy workload?	☐	Is fatigue management taken into account in roster changes?	☐	Are there irregular and unplanned schedules?	
☐	Is work fast paced?	Shift start / finish times		☐	Is the working day or working week extended beyond 12 hours in a single day, 48 hours in 7 days, or 624 hours over a 3-month (13 week) period as a result of call outs?	
☐	Is work intensive	☐	Do any shifts start or finish between 10 pm and 6 am?	☐		
☐	Can workers vary work pace or work tasks as desired?	☐	Are split shifts required or offered?	☐		
☐	Have workers been consulted regarding work tasks and how to carry them out?	☐	Are complex, difficult or strenuous tasks required at the start or end of such shifts?			
☐	Is high vigilance and / or concentration required?	Night shifts		Long hours because of on-call duties		
☐	Are there different demands that can be difficult to combine?	☐	Is more than 8 hours work required on night shift?	☐	Are there irregular and unplanned schedules as a result of call outs?	
☐	Are complex, difficult or strenuous tasks required at the end of shifts or shift cycles?	☐	More than five consecutive 8 hour night shifts worked?	☐	Is the working day or working week extended beyond 12 hours in a single day, 48 hours in 7 days, or 624 hours over a 3-month (13 week) period as a result of call outs?	
☐		☐	More than four consecutive 10 hour night shifts worked?	☐		
☐		☐	More than three consecutive 12 hour night shifts worked?			
Adverse Working Conditions				Individual and Non-Work Factors		
☐	Are workers exposure to:	☐	Are tasks requiring sustained physical or mental effort undertaken on night shift?	☐	To what extent is there evidence of:	
	☐ Noise?	☐	Are complex physical or mental tasks undertaken on night shift?		☐ Family commitments?	
	☐ Heat?	☐	Are there at least two consecutive night time sleep opportunities (48 hours) every 7 days?		☐ Insufficient quality sleep?	
	☐ Cold?				☐ Sleeping disorders?	
	☐ Dust?	Short breaks between or within work shifts			☐ Psychological issues?	
	☐ Hazardous substances?	☐			Is there enough time between work shifts to allow for adequate sleep?	☐ Alcohol and drug use?
Stress		☐	Enough time in breaks for at least at least 6 hours in 24 hours; AND	☐	Second job / non-paid work?	
☐	Do jobs involve high demand, but low control?	☐	Enough time in breaks for 50 hours of sleep in 7 days?	Excessive Commuting Times Necessary		
☐	Are there poor social relations at work, e.g. conflict?	☐	☐	☐	Is significant travel to and from work required?	
☐	Is there low social support from peers and supervisors at work?			☐	Are long-distance commutes necessary at the beginning of a work cycle?	
☐	Is there low recognition for the effort involved in the work?					