



TOI MATA HAUORA

FATIGUE & SAFE WORK

[Sarah Dalton](#)

SENIOR DOCTORS & DENTISTS

- Type A
- Presenteeism
- Large job size and clinical workloads
 - >1 FTE not unusual
- Excellent sick leave provisions in ASMS collective agreement



- Ingrained, widespread short-staffing
- Culture of overwork
- Good leave provisions but increasing pressure on access to leave
- Senior medical and dental workforce carry medico-legal responsibilities
- Little information specific to Long Covid AND heaps of information regarding fatigue, burnout, and safer work practices (largely ignored by employers)
- We need better engagement with and action from employers



ISSUES

CHALLENGES & NEXT STEPS

- Reimagine work in ways that genuinely support workers of all dis/abilities to participate in ways that are safe and sustainable
- Flexing our workspaces and conditions of work will benefit us all, BUT
- We cannot cram everything and everyone into outdated industrial frameworks (eg, hospitals as factories)
- [TUC \(UK\) Long Covid report and recommendations](#)
- [ACTU submission on minimising the incidence of Long Covid](#)
- It is recommended that agencies treat cases of Long COVID amongst their employees in the same way they would respond to any employee with a long-term illness, in accordance with their employment agreement. ([PSC FAQs](#))