

TOOLBOX TALK — STRESS AND FATIGUE — TIRED PEOPLE MAKE THE MISTAKES

TOOLBOX TALK

Five to ten minutes at the workplace, spoken by the supervisor, recorded below — and two-way, or it is not a talk

KD-TBT-SF-058 Rev A0

WHY THIS TALK: The person who slept four hours, drove two and is worried about money is the one who misses the step, forgets the lock-off or walks under the load. Fatigue is not weakness; it is a hazard with a cause, and the site can do something about it.

1 THE SESSION

SITE / PROJECT	DELIVERED BY	DATE	TIME

2 THE POINTS TO MAKE — TICK AS COVERED, IN YOUR OWN WORDS

- Long days, long drives and seven-day weeks add up: talk to the supervisor about the pattern before the mistakes start, not after
- Know your own signs: yawning, slow reactions, a short fuse, the near miss you cannot explain — and speak up when you see them in a mate
- Breaks are taken, not skipped: the tea break is a control on a hot day, a cold day and a long day
- High-risk tasks — plant, height, lifts, live work — are not done at the ragged end of a double shift; move the task or move the person
- Stress from the job — unrealistic programme, being shouted at, not enough hands — is raised through the supervisor and the site meeting; it is a site issue
- Stress from home — money, family, health — the site does not fix, but it can change your task today and point you at the support numbers
- Sleep and food are the maintenance schedule for the person: nobody gets the best out of a machine that is never serviced

MADE SPECIFIC TO THIS SITE

3 ASK THE CREW — AND WRITE DOWN WHAT COMES BACK

- Who is on a shift pattern this month that does not leave enough time to sleep?
- What on this programme is making people cut corners, and what would fix it?
- What would you change about the way this gang works when it is knackered?

WHAT THE CREW RAISED, AND WHAT HAPPENS ABOUT IT

4 WHO WAS THERE

NAME	COMPANY	SIGNATURE

RECORD COMPLETED BY	SIGNATURE	DATE	FILED WHERE

R REVISION HISTORY

Every revision of this document, and every review that found nothing to change. The revision on the front of this sheet is the one you are holding — check kubitdocs.com for the current one before use.

Rev	Date	Class	What changed	Authorised by
D0	2026-09-02	first-issue	First issue.	— not yet approved —
A0	2026-09-02	review	Approved for issue by the author. Content unchanged from the reviewed draft; the draft status strip is removed. No independent third-party review has been carried out.	Author — director, UK principal contractor, SMSTS. Not an independent review.

Class: first-issue · material (the law, a control, a field or the scope changed — past buyers are notified) · editorial (wording or layout only) · review (checked, nothing changed) · withdrawal. Revision prefix D = draft, not approved and not for sale; A = approved for issue by the person named, on the date shown.