



PHYSICIANS QUALITY CARE

## Your Healthy Workplace

JUNE 23, 2025

### Tired workers cause accidents

Research estimates that 13 percent of workplace injuries can be attributed to fatigue, and 43 percent of Americans admit they may be too tired to function safely at work.

Employers can take steps to reduce the risk of fatigue in the workplace ...

#### Optimize Schedules

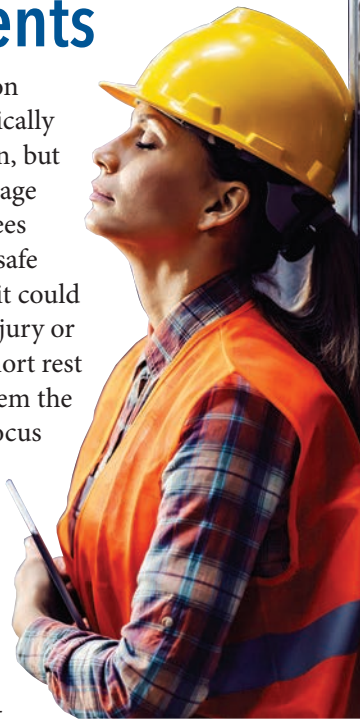
Employees with rotating shift schedules or frequent night shift schedules face high risks for fatigue, but employer actions can help avoid this risk. Employers should:

- Avoid assigning permanent night-shift schedules, if possible.
- Assign regular, predictable schedules.
- Avoid long shift lengths (no longer than 12 hours, 8-10 hours is better).
- Provide adequate time to recover between shifts.
- Give employees a voice in their schedules.
- Rotate shifts forward when regularly rotating shifts.
- Provide frequent breaks within shifts.

Sleeping on the job is typically frowned upon, but if you encourage your employees to rest when safe and feasible, it could prevent an injury or mistake. A short rest could give them the energy and focus they need to be safe and productive at work.

Finally, educate your employees about the importance of sleep. The more they know, the more they can do to make sure they avoid the risks of fatigue.

*Source: National Safety Council*



### Lunch and Learn

Ketchup anyone? Lunch and Learn sessions are an inexpensive and easy way to share information with employees.

Topics can range from leadership training, to lifting heavy objects, to incorporating more fruits and vegetables into a healthy diet.

Physicians Quality Care OCCMed can help plan and teach your Lunch and Learn sessions.

One study of 1,500+ companies showed that 96 percent of employees found the sessions valuable.

- Employees connect on a personal level in a casual environment, increasing teamwork and trust.

- Personal development topics allow employees to set personal goals, avoid burnout and manage stress. When employees feel their personal growth is valued, they are more committed to their jobs.

- Sessions are cost-effective for companies of all sizes because they require minimal resources and can be conveniently done in-house.

- The sessions also are a time to bring remote employees to the office.

Contact Jennifer Carmack at [jennifer@physiciansqualitycare.com](mailto:jennifer@physiciansqualitycare.com) or 731-984-8400 to get started.

### JUNE IS NATIONAL SAFETY MONTH

Fatigue on the job is just one of many issues employers should address when considering safety in the workplace. From drug and alcohol testing to CPR classes, Physicians Quality Care is here to help. Contact OCCMed Director Jennifer Carmack at 731-984-8400 or [jennifer@physiciansqualitycare.com](mailto:jennifer@physiciansqualitycare.com)



#### Physicians Quality Care OCCMed

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**Office Hours:** 9am–5pm weekdays

**On-site Services:** Available 24/7 by arrangement

**Clinic Hours:** 7am–7pm Mon–Sun (Patients use urgent care clinic after OccMed closes.)

#### We speak OSHA! To help you comply with OSHA, we offer ...

- On-site CAOHC-certified audiometry
- DOT, non-DOT & hair follicle drug screening
- Breath- & blood-alcohol testing
- Health fairs
- Strength & agility testing
- NIOSH-approved pulmonary function testing
- DOT, wellness & preemployment physicals
- Respirator-fit testing & respirator medical evaluations
- Heavy-metal testing
- Industrial hygiene: noise sampling, air sampling, dust sampling, etc.
- Nerve conduction studies
- X-rays and EKGs