Hiring Extra Holiday Help? Overcoming Scheduling Challenges.

According to the National Sleep Foundation, 45% of Americans say that poor or insufficient sleep affects their daily activities at least once a week. This can be especially true for workers who have multiple jobs or unconventional schedules, where switching between roles and long hours can be mentally and physically draining. Although workers from across industries experience fatigue, those with inconsistent schedules have increased risk of workplace injury.

As your small business ramps up for the busy fourth quarter, it is important that you protect your employees from fatigue brought about by multiple jobs, hectic schedules, and extended hours. So when the holiday season kicks off on Small Business Saturday on Nov 25, you’ll be ready.

Multiple Jobs and Shift Work

As the holidays approach, many businesses often go on a hiring spree for seasonal workers. In 2014, retailers added 626,200 jobs in November and December, accounting for a 4.1% gain.¹ While this can be a good opportunity for workers to make some extra income during the holidays, individuals working more than one job each week are particularly vulnerable to occupational fatigue. In fact, according to a study² conducted by Liberty Mutual Insurance, multiple job holders have a 27% and 34% higher rates of work- and non-work related injuries.

While many businesses hire extra help for the holidays, other industries require extra employee coverage from existing employees to meet longer hour demands. But overtime shifts, particularly when worked consecutively, can disrupt an individual’s schedule and often lead to inadequate rest. Even if companies are aware of how frequently their employees work extended shifts, it can be difficult to regulate the schedules of multiple jobholders.

To help protect your employees with unconventional schedules, you should encourage transparency among your employees and provide flexibility in the scheduling process. Worker wellbeing is just good business: by implementing measures to allow for adequate rest during and between shifts, you can better protect your employees (and business) from the risks associated with occupational fatigue.

Kick off this holiday season with Small Business Saturday and help protect your employees and business by taking proactive steps to address fatigue. Working with your employees to create the best schedules for both their health and your business can really make it the most wonderful time of the year—for everyone.

¹ http://www.pewresearch.org/fact-tank/2014/12/05/for-retailers-the-holidays-mean-a-hiring-binge-and-then-a-purge/