



HEALTHY SHIFTWORK

Supporting Safer, Healthier, High-Performing Shiftwork Operations

The Appleton Institute delivers tailored, science-backed services to help workplaces improve worker health, wellbeing, safety, and performance - particularly in complex and high-risk shiftwork environments.

We combine research excellence with deep industry experience to co-design practical solutions that translate evidence into action. Whether you're seeking a one-off session or a long-term partnership, we shape our support to meet your operational and workforce needs.

ABOUT APPLETON

The Appleton Institute at CQUniversity is an international leader in applied research to support safe, sustainable work. Our projects are industry-led and grounded in operational realities - helping organisations meet compliance obligations while enhancing workforce wellbeing and productivity.

We specialise in the interactions between work design (e.g. rosters, scheduling, environments) and human behaviour - including sleep, alertness, physical activity, decision-making, and mental health.

Our Multidisciplinary Expertise Spans:

- Fatigue and circadian science
- Safety and risk management systems
- Human factors and behaviour change
- Incident investigation and organisational learning
- Systems thinking and workforce capability development

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What We Do

We've partnered with organisations across the mining, resources, healthcare, emergency services, transport, and regulatory sectors to improve safety outcomes and reduce health risks particularly in 24/7, remote, and high-demand settings.

Healthy Shiftwork Services

Employee Training / Microlearning

- Evidence-informed training in Healthy Shiftwork and Fatigue Management, delivered in-person by our researchers or via a train-the-trainer model.
- Engaging 15–20 minute e-learning modules on sleep, fatigue, nutrition, and physical activity - customisable to your workforce.
- All programs can align with organisational learning goals and CPD require.

Custom Content Development

We tailor existing resources (<https://www.healthyshiftwork.com.au/all-resources>) using your organisation's language, visuals, and values. Our creative team can develop bespoke materials for your specific roster types, operational settings, and health priorities.

Professional Development

Custom PD sessions for health and safety representatives, occupational health staff, HR professionals, and psychologists. Builds capacity to support healthy shiftwork practices, manage fatigue risks, and foster a safer work culture.

Fatigue Management System Review

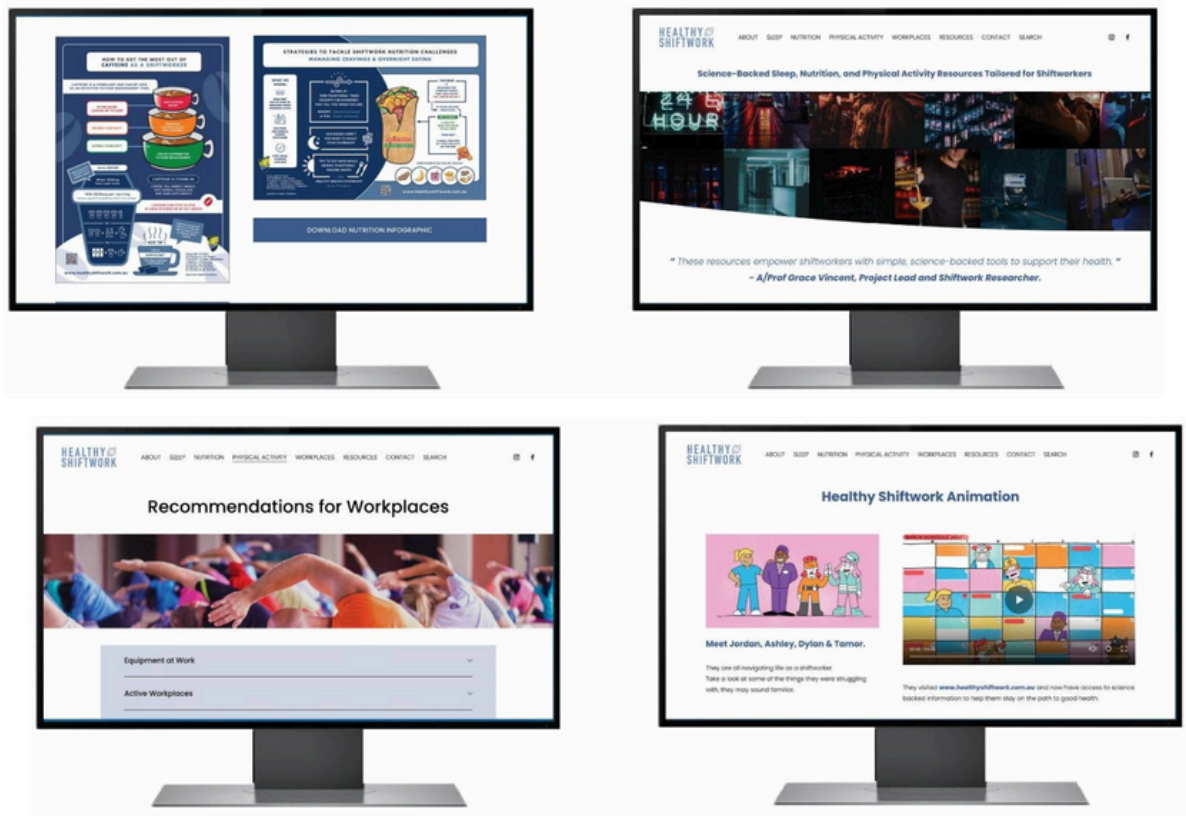
We support organisations to develop or enhance fatigue risk management systems (FRMS) through:

- Independent Fatigue Management System Audits
- Development or refinement of Fatigue Risk Management
- Facilitation of Fatigue Risk Assessments
- Roster analysis and scheduling reviews
- Data collection and monitoring frameworks to support

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Our Resources



Get In Touch

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