



BEST PRACTICE INFORMATION

Ramadan

Ramadan begins in the evening of Friday, 26 May and ends in the evening of Saturday, 24 June.

Ramadan is one of the five pillars of Islam and is the month the Holy Quran was revealed. Muslims will start a month of fasting between dawn and sunset, which at this time of year means avoiding food and drink for more than 16 hours each day. As a result energy levels may drop and staff may have to make extra effort to remain alert as the day develops.

If you are aware of any employees or colleagues who are fasting, please reassure them and offer assistance and advice where you can.



Understand the Effects of Fasting and What Adjustments can be Made:

- Reduced Concentration - The effects of fasting may be felt most strongly in the afternoon so it can help to use the morning for meetings and more challenging work.
- A shorter lunch may make it easier for workers to manage their workload if they wish to take time off to carry out additional prayer or worship.
- Colleagues should be considerate of those who are fasting and may want to avoid eating during meetings or offering food and drink to workers who are fasting.
- During Ramadan, fatigue can evolve due to the elements of fasting. It is important that anyone who is fasting gets enough rest during non-working hours.
- Dehydration is common during fasting; it is important that anyone who is fasting, limits their physical activities and remains in cool areas during the day. Drink at least three litres of water between Iftar (sunset) and Sehri (sunrise). This is one of the best things you can do for your body to help avoid fatigue or feeling sick during the fast.

Safety Critical Work

If during fasting workers are affected by fatigue and a lack of concentration (particularly during afternoons) do not allow them to undertake safety critical tasks:

- Conduct a risk assessment to identify the workers affected and put in place appropriate arrangements to manage the potential risks involved.
- Involve the individual(s) concerned when drawing up the plan.

REMEMBER: You MUST stop work immediately and tell your supervisor/manager if you feel unwell or unable to carry out your work safely