

SHEA BULLETIN



KEY POINTS:

- Awareness of the holy Islamic month of Ramadan
- Understand the potential effects of fasting
- Consider what reasonable adjustments can be made

Dear colleagues,

The Islamic holy month of Ramadan will commence on the evening of Sunday 10th March and will last until Tuesday 9th April, depending on the moonsighting. During Ramadan, Muslims fast during daylight hours, usually around 16 hours per day. Fasting involves not only abstinence from eating or drinking but also a high control level of one's thoughts, attitudes and behaviours.

It is important that you understand how Ramadan impacts people you are working with and how you can support your colleagues.

Potential effects of fasting

Please be aware if any of your colleagues is observing Ramadan, they may experience:

- Varying levels of concentration
- Dehydration
- Headaches
- Fatigue
- Stress.

Consider the following reasonable adjustments as a line manager or supervisor

Please be supportive to your colleagues or team member if they are observing Ramadan. STOPThink! and consider the following reasonable adjustments:

- Consider flexible working hours, work duties and breaks
- Consider minimising physical activities
- Make sure you check that colleagues feel well enough before they undertake ANY safety critical tasks
- Check in with colleagues regularly and remind them that they MUST stop work if they feel at all unwell or fatigued.

For those fasting

- You MUST stop work immediately and tell their supervisor/manager if you feel unwell or unable to carry out your work safely
- Take regular breaks whilst at work and whilst driving where necessary



Discuss Ramadan with your team

- Talk about Ramadan with your team to raise awareness
- Ensure colleagues understand the effects of fasting and what to be mindful of at work
- Identify whether anyone in your team is fasting
- Encourage discussion and be open about possible adjustments, so that a fasting colleague feels they can come to you if they need some support
- Remind individuals that they must not report for duty if they believe they are not fit to do so
- Be sensitive to the subject of fasting and what it represents.

Kind regards,

The SHEA Team