

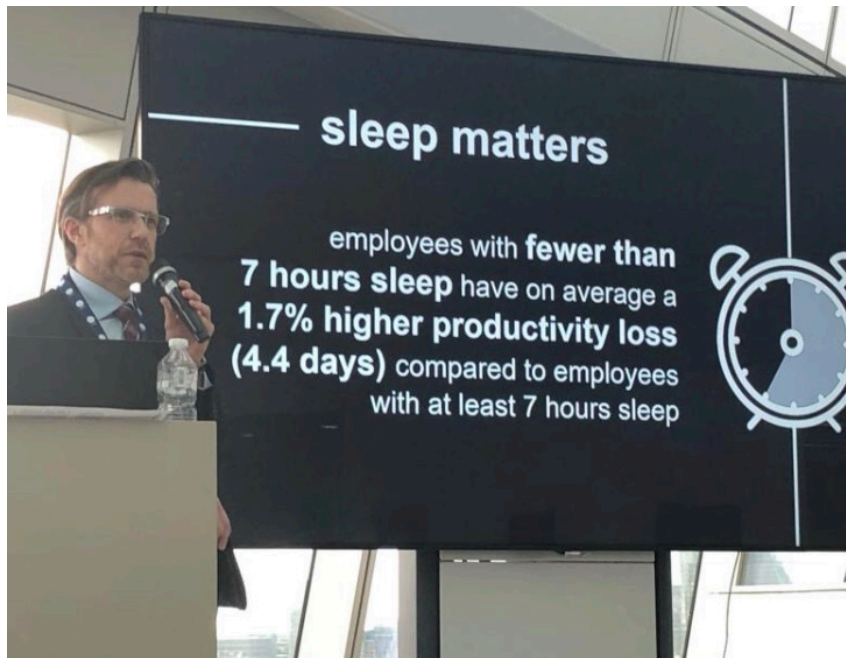


Supporting occupational health
and wellbeing professionals

Sleep and work



Britain's Healthiest workplace.. data



Working Time Directive Regulation 2002

- A maximum average working week of 48 hours over a reference period of 17 weeks
- A maximum of 8 hours night work
- A daily rest of 11 hours
- A day off a week
- Paid annual leave of 5.6 weeks
- The right to an uninterrupted rest break of 20 minutes after 6 hours work – not at the beginning or end of the day and away from where they work
- Weekly rest: The right to an uninterrupted rest break of 24 hours without work each week
- The right to an uninterrupted rest break of 48 hours each fortnight
- Exceptions: Emergency services: a job where you choose e.g. sea transport, air and road transport

Night Work Definition GOV.UK

- Staff who regularly work for at least 3 hours working during the night period
- The night period is between 11 pm and 6 am
- They must work 7 hours including midnight to 5 am
- A sleep-in shift in the night shift counts as working hours and workers must be paid the minimum wage

Sleep and work



Getting a good night's sleep is an overlooked prescription for good health - including a healthy body weight



Shift work can lead to higher than expected levels of depression



Shift work impacts negatively upon blood pressure, lipid profile, metabolic syndrome and, possibly, body mass index

Higher risks associated with:

- Older workers
- Pregnancy
- Health conditions e.g. Diabetes
- On-call workers and agency workers
- Menopause

in practice..



Some employees don't even have the required 11 hours away from work that would allow them to get 7-9 hours' sleep.



Employees can be told to work on rest days and are sometimes required to work 24-hour shifts.



Commuting, particularly commuting home from the night shift, is a huge issue. 20-25% of road traffic accidents are fatigue related, and these types of accidents tend to be more devastating. 24-hour shift workers who have just come off shift have 55x the risk of having an accident than someone who has just got up.

Avoid night work where possible if you have:

- Diabetes
- Heart/circulatory disorders
- Stomach intestinal disorders
- Conditions which are worse at night
- Medical conditions which require a strict timetable
- Factors that might affect fitness for night work – such as poor night vision for drivers

Good Practice

Changing organisational culture is central
– improve manager awareness

It can't be left to the employee alone;
employers must ensure they're putting
things in place to prevent and manage
fatigue – a shared responsibility between
employee and employer

Employment constraints against rest
should be changed – facilitate an increase
in job control and autonomy

..The aim should be a just and right
culture, not a culture of blame.

Good Practice

- Existing effective health surveillance programme for night workers
- Annual questionnaire and review for workers who have identified difficulties

Solutions

- Mitigate shift work - no shift work is entirely safe, but 2 nights, 2 days, 4 off has been given the lowest risk factor (1) on the HSE website.
- Preventative measures to assist shift workers e.g. breaks. (The workplace can be brightened at night to improve performance; however, this will shift circadian rhythm. This raises the issue of carcinogenicity – while increasing brightness may reduce operational risk, it may increase health risks such as cancer).
- Information, and policies important e.g. for email and working from home
- Training e.g. are people being taught what good sleep hygiene is?
- Employees should be able to access occupational health OH and HR if they need to.

Resources



Use the PHE [sleep and recovery toolkit](#) for employers

Advice from Occupational Health



F1's Toto Wolff has released a [YouTube video](#) about the connection between sleep and marginal gains (working against the stereotype of successful business leaders thriving on little sleep).



IOGP Publication - <https://www.iogp.org/bookstore/product-category/health/> (Reports 626; 626-1; 626-2; 626-3)

..started Sleep and Work steering group.

Members include Public Health England; the TUC; ACAS; The Sleep Council; ROSPA; SOM members; RSPH; MIND; British Society of Lifestyle Medicine and British Psychological Society

Aim:

- Understand and develop key issues emerging in this issue e.g. to identify models of good practice to disseminate
- Facilitate sharing of professional experience e.g. via sleep champions
- Promote and support the evidence base
- Build relationships with business and employers
- Prepare position papers
- Provide leadership, advocacy and influence contributing to PR around this issue
- Facilitate training and educational activities e.g. to develop tools and educational materials and to direct workers to appropriate learning resources; and ensure that educational content reflects relevant good practice.
- To provide professional expertise as required.
- To annually assess the Group's performance