Sleep and recovery in the workplace

Sleep in numbers

- Annual cost of lost sleep to the UK: £30bn
- 200,000 working days lost in UK every year to insufficient sleep
- 1 in every 3 people in the UK are affected by insomnia
- Better sleep is the biggest single contributor to living better

We naturally feel tired at two different times of the day:

- 2pm
- 2am

Health risks:

- Adults who sleep fewer than 6 hours a night have a 13% higher mortality risk than adults who sleep at least 7 hrs

- Adults who sleep less than 7 hours a day are 30% more likely to be obese than those who sleep for 9 hours or more

Working night shifts has about a 25-30% higher risk of injury than working day shifts

- 3.2 million night workers in the UK
- And 1 in 9 workers who work night shifts

Adults need between 7 & 9 hours of sleep a night

We spend about 1/3 of our lives sleeping

Sources: 1 RAND Europe • 2 NHS Livewell • 3 NHS Choices • 4 One You • 5 TUC • 6 Sainsbury’s Living Well Index • 7 IOSH
Actions for employers

Be prepared:
- Understand the importance of sleep quality and recovery to your employees
- Inform employees that you recognise the impact of sleep deprivation
- Consult employees about their sleep and any problems they experience with getting the right amount and quality of sleep
- Understand your legal duty of care to employees and to the wider community

Encourage sleep and recovery:
- Ask employees what will help them and encourage them to take the lead on implementing change
- Identify the threats to good sleep in the workplace and the problems your employees face
- Conduct a workplace assessment for good lighting and ventilation
- Signpost managers and employees to information about better sleep circumstances and recovery
- Know how to access occupational health services
- Identify external resources you can use to support sleep and recovery among your employees

Provide knowledge and training:
- Include training, information and guidance on sleep and recovery for managers and employees in your health and wellbeing strategy
- Ensure that training, information and guidance is evidence-based
- Ensure that training and guidance is implemented
- Collect feedback to ensure training, information and guidance meets employees’ needs

(Source: Sleep and recovery toolkit for employers)

Download the full toolkit:
https://wellbeing.bitc.org.uk/all-resources/toolkits/sleep-and-recovery-toolkit