

Sleep and recovery in the workplace

Sleep in numbers



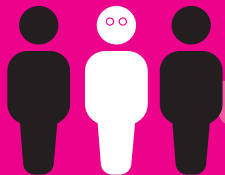
annual cost
of lost sleep
to the UK¹

around
£30bn

200,000 working days lost



in UK every year to
insufficient sleep¹



1 in every 3

people in the UK are
affected by insomnia³

Better sleep is the
biggest single contributor
to living better⁶



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



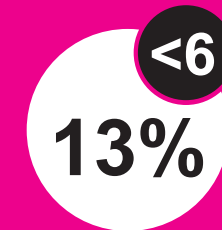
Working **night shifts**
has about a **25-30%**
higher risk of injury
than working day shifts⁷



3.2 million
night workers
in the UK⁵

And **1 in 9** workers
who work night shifts⁵

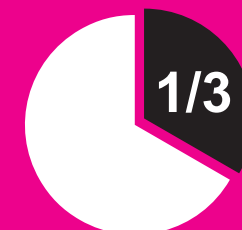
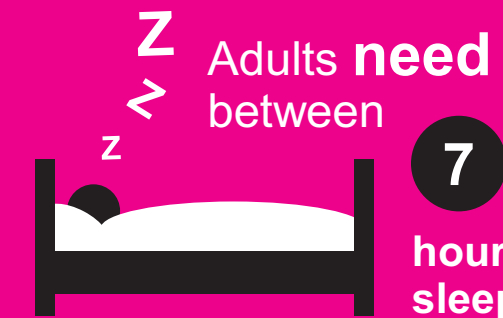
Health risks:



Adults who sleep fewer
than **6 hours** a night have
a **13% higher mortality
risk** than adults who sleep
at least 7 hrs¹



Adults who sleep less
than **7 hours** a day are
**30% more likely to be
obese** than those who
sleep for 9 hours or more⁴



We spend about
**1/3 of our
lives sleeping**

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

Download the full toolkit:

<https://wellbeing.bitc.org.uk/all-resources/toolkits/sleep-and-recovery-toolkit>