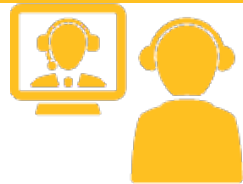


Sleep and recovery

200,000 working days lost in the UK each year due to insufficient sleep and the annual cost of sleep loss to the UK is £40 billion. We spend about a third of our lives asleep and the multiple risks of sleep deprivation are well documented. Shift workers are also at increased risk of fatigue, which in turn elevates the possibility of errors, accidents and injuries.

1 in 3
people in
the UK are
affected by
insomnia



Criteria:

1. Assess and demonstrate need
2. Raise awareness and provide information about sleep and recovery including support and resources available
3. Develop your organisational approach to support sleep and recovery including support within policies/ processes
4. Develop an initiative/ programme of activity focussing on sleep and recovery and ensure the initiative/ activity is evaluated to demonstrate impact



Guidance:

- Demonstrate why this standard/ module has been chosen (using evidence where possible, this could include data or employee feedback/ voice/ engagement).
- People spend about a third of their lives asleep and sleep deprivation has negative impacts on health and wellbeing including cognitive function. Organisations are becoming increasingly aware of the impact of sleep deprivation on the health and wellbeing of employees and the implications for creativity, good decision making, safety, productivity and competitiveness.
- It is important to provide and display information about sleep and recovery which could also include training and guidance for managers and employees. Workplace culture and communication from senior leaders is also important to guard against excess and unsociable working hours.
- Consider how your workplace could prevent and support sleep and recovery, this could include reviewing the physical workplace environment such as conducting a workplace assessment for good lighting and ventilation. Employers have a legal duty to manage risks from fatigue and sleep deprivation under health and safety responsibilities.
- It is important to consider policy, processes and the working environment if employees work varying shifts, night shifts, travel for work (including driving and working across time zones).
- Consider developing specific policy or reviewing policies and procedures to incorporate supportive approaches such as: adjustments within the workplace; setting limits on working hours, overtime and shift-swapping to guard against fatigue; flexible working, job share or reducing working hours to support the work life balance; support during life-changing events or factors such as becoming a carer, bereavement, starting a family, changes in health e.g. experiencing an illness or lifelong conditions/ disability etc.
- Consider planning a programme of activity focussed on sleep and recovery. This could include campaigns, events, seminars, sharing videos, signposting to online resources.
- It is important to think about senior leadership and employee engagement to develop and implement your approach for this standard.



Local/National Resources:

- BITC Sleep and recovery [toolkit](#)
- HSE managing shift work [guidance](#)
- NHS information about [insomnia, sleep and tiredness](#)
- PHE Every Mind Matters sleep [webpage](#)