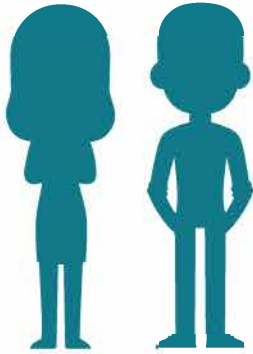


SHIFT WORK IN HEALTHCARE



45%

of women in shift work have a longstanding illness, compared with 39% who work non-shift hours



40%

of men in shift work have a longstanding illness, compared with 36% in non-shift hours

Shift workers are more likely to suffer from: ⁽²⁾



Ill-health



Diabetes type 2



Fatigue



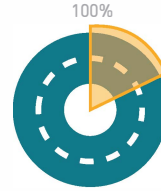
Digestive disorders



Obesity



Sleep deprivation



20%

of accidents on the road are caused by work fatigue ⁽¹⁾



£115m - £240m

The cost to the UK annually due to fatigue related accidents at work ⁽¹⁾



1 in 8

people in the UK workforce work nights ⁽³⁾



Patient care depends upon the delivery of many NHS services working in shift patterns. Poorly managed shift systems can impact on the health, safety and wellbeing of staff and patients, but organisations and individuals can help mitigate the risks

What impact could **poorly managed shift** work have?

On your organisation:



Poorer patient care and safety



Reduced productivity



Increased absenteeism

On an individual:

- Poor work-life balance
- Fatigue and sleep deprivation
- Increased risk of developing a long-term condition or being involved in an accident



EMPLOYERS CAN TAKE ACTION, AND:

- ✓ Follow healthy shift patterns e.g. forward rotating and limits to consecutive nights
- ✓ Allow adequate breaks within and between shifts
- ✓ Consult with staff and reps on any changes and reviews to shift patterns



- ✓ Have agreed protocols to cover unplanned shifts
- ✓ Ensure staff have access to healthy food
- ✓ Consider the needs of vulnerable workers, such as young or aging workers and new and expectant mothers

You can act now and make these changes:



- Seek support if you are suffering from sleep deprivation



- Raise any concerns about risks such as the impact of fatigue on patient safety



- Take extra care when driving after night and extended shifts

THE NHS STAFF COUNCIL
WORKING IN PARTNERSHIP

HEALTH, SAFETY AND WELLBEING
PARTNERSHIP GROUP

For further advice go to:

www.nhsemployers.org/hswpg

NHS Employers
Part of the NHS Confederation