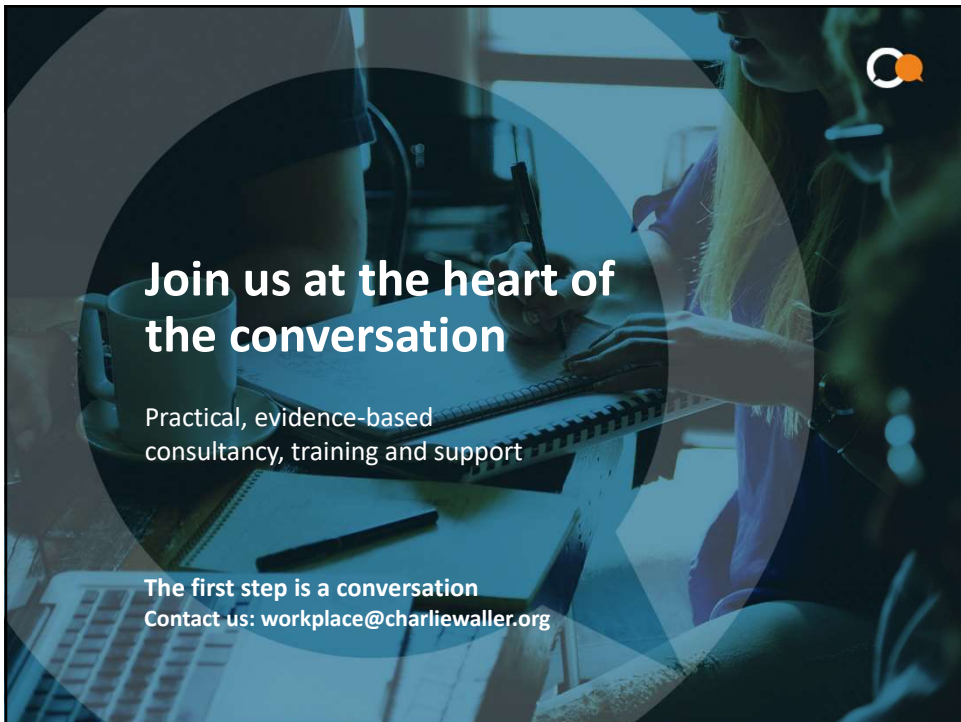




1

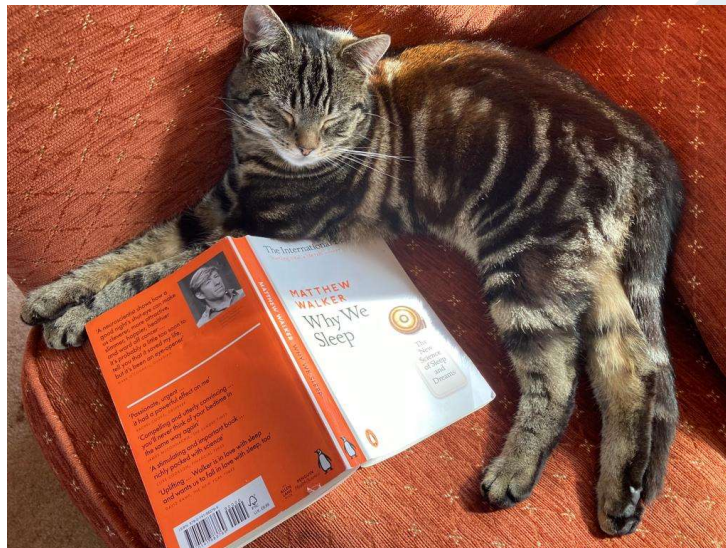


2

## This morning...

- The impact of the pandemic on our relationship with sleep, and what this means for workers and workplaces
- The relationship between sleep and mental health
- What workplaces can (should?) do, to promote the importance of sleep for our mental health


3



4

**Reflection...**

- How satisfied with the amount of sleep you are getting?
- Did your sleep patterns change through the various lockdowns (and have they got back to “normal”?)
- How receptive would your employer be if you wanted to talk about how your sleep affects your work?



5

5

**Some context – the pandemic**

**‘Brutalised and burnt out’ NHS hospital staff take 8m mental health sick days in five years**

Staff shortages, treatment backlogs and the pandemic have contributed to hospital doctors and nurses taking almost 23,000 years off with mental health problems since 2017

[Coronavirus - latest updates](#)  
[See all our coronavirus coverage](#)



Two nurses take a break from a shift on the wards, where staff shortages and the pandemic are taking a toll on the wellbeing of NHS workers. Photograph: Fly View Productions/Getty Images

Doctors and nurses have spoken of feeling “brutalised” and burnt out, amid an escalating mental health crisis that has seen hospital staff take more than 8m days off sick in the past five years.

The Guardian, 17<sup>th</sup> April, 2022

6

6


## Some context – the pandemic

“Many are on the verge of leaving our profession for ever.  
We want employers to work with us to make sure staff are rested, have breaks and look after themselves so they can look after patients better.”

Stephen Jones,  
professional lead for  
mental health at the  
Royal College of Nursing.

“What we’re seeing is that the mental wellness of our health care workers who have experienced post-traumatic stress or moral injury is affecting all aspects of their waking and sleeping hours.”

Rebecca Love  
Chief clinical officer of intelligence  
IntelyCare




7

7

## Some context – the pandemic

- According to one systematic review published just over a year after the pandemic began, **31% of health care workers reported poor sleep quality related to stress, anxiety, and depression.**<sup>1</sup>
- Health care workers also have been reporting correlations between mental health problems and poor sleep quality. A systematic review evaluating 414 studies found that **44.0% of health care workers reported having a sleep disorder and 31.4% reported post-traumatic stress.** In the same review, 3 studies that evaluated the relationship between insomnia and mental health diagnosis found that **26.2% of health care workers had insomnia and moderate to severe signs of acute stress, 14.3% had insomnia and mild to severe systems of depression, and 10.8% had insomnia and mild to severe systems of anxiety.**<sup>2</sup>

1 Alimoradi et al. 2021  
2 Marvaldi et al. 2021

8

8

## Some context – the pandemic

- A systematic review reported that **18.0% of the general population not affected by COVID-19 and 57.0% of patients with diagnosed COVID-19 had some form of sleeping disorder during the pandemic.** <sup>2</sup>
- A separate systematic review found that **36.7% of the general population had sleep problems during the pandemic**, and that sleep disturbances were higher during lockdown compared with no lockdown. In addition, **4 of 10 individuals reported a sleep problem from November 1, 2019, to July 15, 2021.** <sup>3</sup>

<sup>2</sup> Marvaldi et al. 2021  
<sup>3</sup> Jahrami et al. 2022

9

9

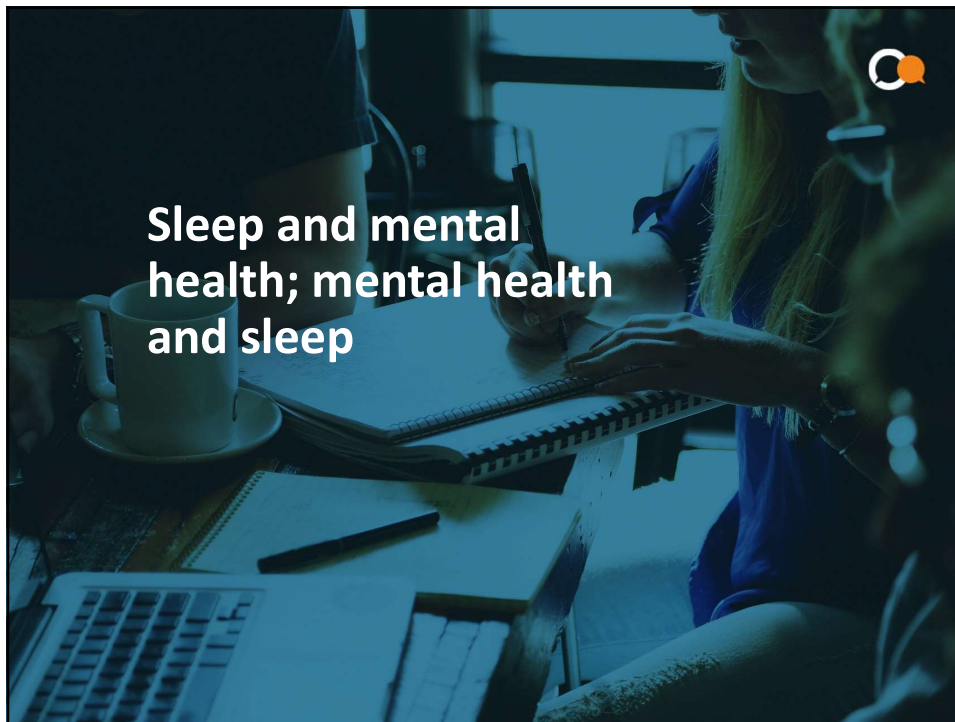
## Some context – “normal” times

- Up to one fifth of accidents on motorways and other monotonous types of roads may be caused by drivers falling asleep at the wheel. <sup>1</sup>
- You must not drive until you're free from excessive sleepiness (for certain medical conditions e.g. confirmed moderate or severe obstructive sleep apnoea syndrome, with excessive sleepiness either narcolepsy or cataplexy.) <sup>1</sup>
- Sleepiness also associated with Parkinson's disease, multiple sclerosis, motor neurone disease <sup>1</sup>
- Modern lifestyles such as early morning starts, shift work and late-night socialising, often lead to excessive tiredness by preventing adequate rest. <sup>1</sup>
- It's estimated that up to 25% of fatal accidents are caused by drivers who have fallen asleep at the wheel
- One in eight (13%) UK drivers admit to falling asleep at the wheel
- Nearly two fifths (37%) say they have been so tired they have been scared they would fall asleep when driving
- Men (17%) are three times as likely as women (5%) to say they have fallen asleep at the wheel
- Young drivers, aged 18-to-24, are the most likely to say being very tired does not affect their driving ability (13% compared to 2% of all drivers).
- Young drivers are also the most likely age group to say they normally carry on regardless if they feel tired while driving (18% compared to 3% of all drivers).

<sup>1</sup> UK Department of Transport  
<sup>2</sup> AA Charitable Trust


10

10



## Sleep and mental health; mental health and sleep

11



Thomas Dekker (c. 1572 – 1632)

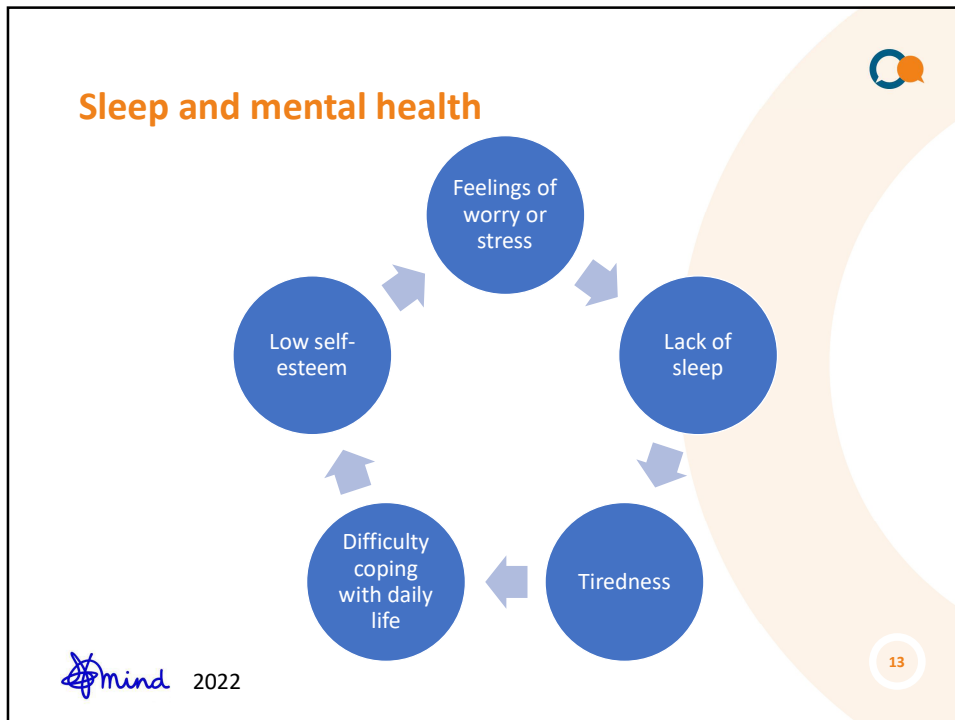
**The Golden Chain**

“Do but consider what an excellent thing sleep is...

...that **golden chain** that ties health and our bodies together.”

12

12



13

## Sleep and mental health



**Loneliness**

Loneliness is an issue that can affect us all, young or old, at any point in our lives.



**Coronavirus**

It's been a really difficult time for us all, so it's important to look after our mental health. From dealing with money worries and working from home to coping with loneliness, we have tips and advice to help.



**Bereavement and traumatic events**

Experiencing traumatic events can also have long-lasting negative impacts on our mental health.



**Health issues**

How we are physically affects how we feel mentally, whether it's short or long-term health issues, or serious illness.



**Life changes**

Life's always changing, but sometimes we face a big or sudden change that's harder to deal with, whether it's moving home, starting university, having a baby or starting to care for someone.



**Money, work and housing**

Worrying about your financial situation, work issues or your housing situation can have a negative effect on your mental health.



**Our personal lives and relationships**

Relationships are one of the most important aspects of our lives, yet we can often forget just how crucial our connections with other people are.



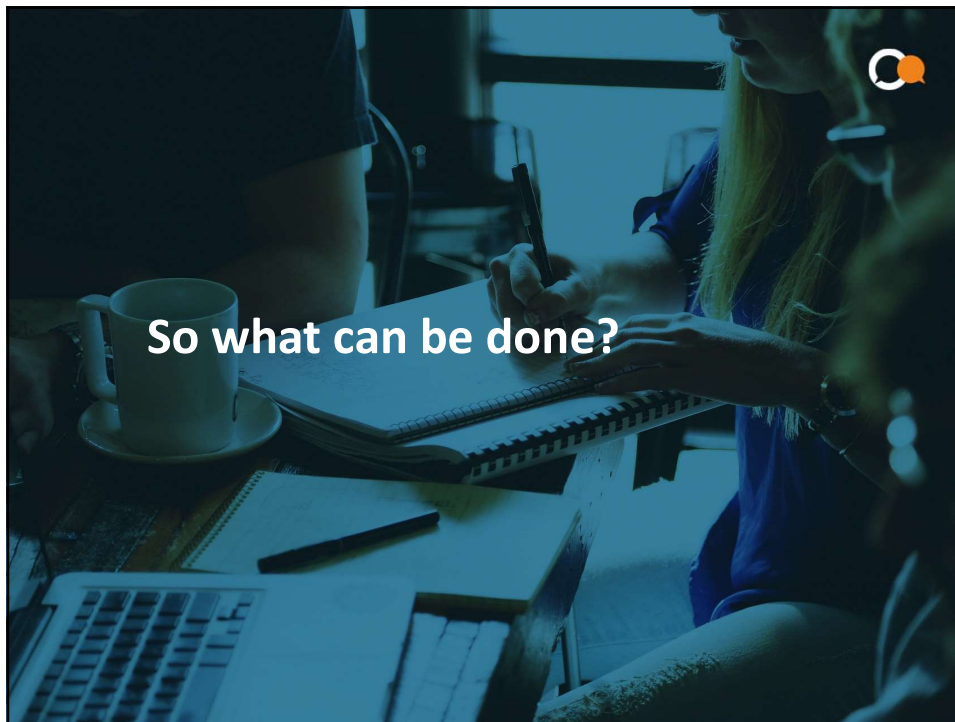
**Smoking, drinking, drug use and gambling**

Smoking, substance misuse and gambling can contribute to poor mental health. Equally, poor mental health can lead to these behaviours, which means we can find ourselves trapped in a vicious circle.

14

<https://www.nhs.uk/every-mind-matters/life-challenges/>

14



15

**Question...**

If somebody said: "I'd like to improve my health and wellbeing – got any good ideas for me?"

What advice do they almost always receive?

16

16



**Giving yourself the best chance of good sleep...**



17

17

**Giving yourself the best chance of good sleep...**

Exploring how you prepare for sleep and your bedroom environment may lead to positive changes in the quality of your sleep.

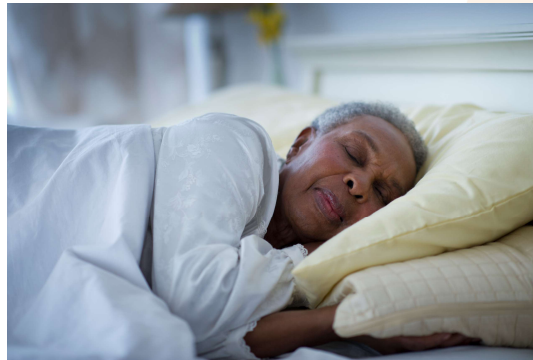
You may want to think about things that happen in the day that may also influence your night time sleep.

18

18

## Question...

What should we be doing to maximise our chances of getting a good night's sleep?



19

19

## How to get a good night's sleep

- Increase exposure to natural sunlight during the day
- Where possible, keep your bedroom as a place to sleep
- Avoid bright lights near bedtime
- Don't look at screens in bed
- Take steps to calm your mind during the day
- Get regular exercise
- Think about your diet
- Avoid stimulants
- Write down what you are thinking
- If you wake up and can't get back to sleep...

20

20



## How to get a good night's sleep: The '5 Principles' of good sleep health

- Value your sleep
- Prioritise your sleep
- Personalise your sleep
- Trust your sleep
- Protect your sleep

Espie, 2020

21

21



## How to get a good night's sleep: The role of the workplace

- Understanding of the impact – at all levels
- Awareness and education
- Tackle the stigma
- Support and understanding
- Budget for sleep aids?

22

22

### BEGIN... a conversation framework

The diagram illustrates the 'BEGIN... a conversation framework'. It features four stylized human icons arranged in a 2x2 grid. The top-left icon is orange, the top-right is blue, the bottom-left is orange, and the bottom-right is blue. To the right of the icons is a vertical list of five components, each in a rounded rectangular box: 'Boundaries' (dark blue), 'Empathy' (orange), 'Guidance' (orange), 'Information' (orange), and 'Next Steps' (orange). A small circular icon with the number '23' is located in the bottom right corner of the slide content.

© Julie Castleman, Charlie Waller Mental Health Charity, 2019

23


### How to get a good night's sleep (COM-B)

The diagram illustrates the COM-B model for behavior change. It consists of four colored boxes: 'Capability' (red), 'Motivation' (yellow), and 'Opportunity' (green) are arranged vertically on the left. 'Behaviour' (blue) is on the right. Arrows point from 'Capability' down to 'Motivation', and from 'Opportunity' up to 'Motivation'. Three arrows point from 'Capability', 'Motivation', and 'Opportunity' respectively towards 'Behaviour'. A small circular icon with the number '24' is located in the bottom right corner of the slide content.

Michie et al., 2011

24

## COM-B and sleep



**Capability**  
Psychological or physical ability to enact the behaviour

**Motivation**  
Reflective and automatic mechanisms that activate or inhibit behaviour

**Opportunity**  
Physical and social environment that enables the behaviour


- Know more about why it is important
- Know more about how to do it
- Feel that you want to do it enough
- Feel that you need to do it enough
- Believe that it would be a good thing to do
- Develop better plans for doing it
- Develop a habit of doing it
- Have more time to do it
- Have more people around me doing it
- Have more triggers to prompt me
- Have more support from others

25

Michie et al., 2011

25

## How to get a good night's sleep: an example



- Rostering and rota design
- Induction and training
- Common room or 'mess'
- Catering
- Travel
- Rest facilities for doctors working on-call
- Fixing problems

26

[https://www.bma.org.uk/media/1076/bma-fatigue-and-facilities-charter\\_july2018.pdf](https://www.bma.org.uk/media/1076/bma-fatigue-and-facilities-charter_july2018.pdf)

26

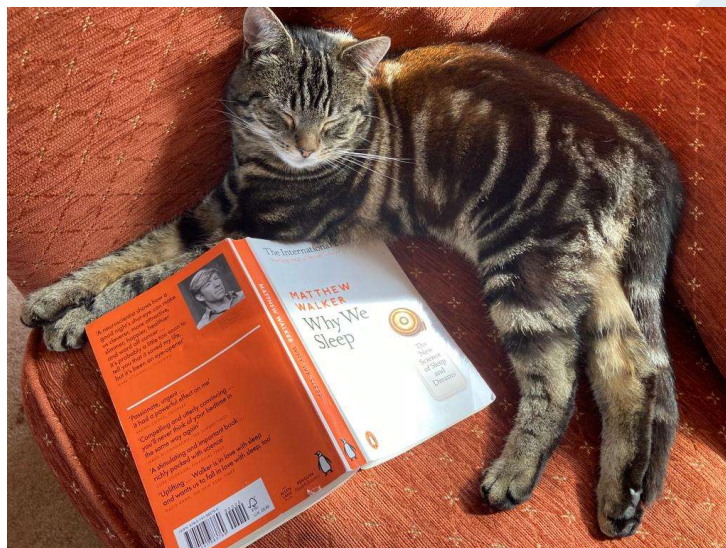
## The law

- The Health and Safety at Work etc Act 1974 and the Management of Health and Safety at Work Regulations 1999 place general duties on employers to ensure the health and safety at work of their employees. This includes removing or controlling the risk of fatigue by organising and planning the number of hours they work and how these hours are scheduled. Employers also have a responsibility for the health and safety of others who might be affected by their employees' work activities.
- The Working Time Regulations 1998 (as amended) impose specific requirements on employers with regard to the number of hours worked and how these hours are scheduled. Whilst employers need to comply with the requirements of the Working Time Regulations, this may be insufficient to adequately control fatigue risks as some work patterns could be compliant but still be fatiguing and hence increase the risk of fatigue-related error, incidents, accidents and possibly ill-health.

<https://www.rosa.com/media/documents/occupational-safety/fatigue-and-work-position-statement.pdf>

27

27



28

28

## Sources of support

<https://www.nhs.uk/every-mind-matters/mental-health-issues/sleep/>  
<https://charliewaller.org/what-we-offer/workplace>  
<https://www.som.org.uk/work-and-health>  
<https://www.c3health.org/>  
<https://www.nhs.uk/live-well/>  
<https://thesleepcharity.org.uk/>  
<http://www.sleep-apnoea-trust.org/>

29

## Thank you

Dr Mike Oliver  
Charlie Waller Workplace  
[mike.oliver@charliewaller.org](mailto:mike.oliver@charliewaller.org)

30