

Beyond Midnight Newsletter

VOLUME I

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10 hours to get 7.5 hours of sleep

Welcome to our first newsletter of 2019. I often find that within Fatigue Management Plans, organisations ensure employees have at least 10 hours between shifts to allow employees the opportunity to have the required 7.5 hours of sleep per night. Sometimes, however, the commute to and from the workplace does not allow the full opportunity. I have developed an example timeline for an employee to obtain the necessary sleep. Please share this with employers to assist understanding.

Shift schedule example: Start work at 6.00 AM to extended work time of 7.00 PM (13 hours at work) with a 30-minute drive each way, making the work plus driving 14 hours in total. Drive into work at 5.30 AM and back home at 7.30 PM.			
Task	Assumption	Timeline	Running
Greet family	15 minutes to meet, greet and ask about the day	7.30-7.45 PM	0.25 hours
Childrens' bedtime	15 minutes would likely be the least amount of time for one child, let alone more than one	7.45-8.00 PM	0.50 hours
Shower and any chores	30 minutes, which really provides very little time for chores other than helping get dinner ready	8.00-8.30 PM	1.00 hours
Dinner	30 minutes, inclusive of setting up the meal and tidying up after dinner	8.30-9.00 PM	1.50 hours
Downtime and engage with partner	30 minutes to catch up with the partner. This would not include much time in front of the TV or anything else	9.00-9.30 PM	2.00 hours
Sleep onset	15-minutes appears to be quite a common average from interactions with thousands of employees over 22 years. To wake at 4.45 AM, 9.00 PM would be the most suitable sleep onset time and the worker may have missed the opportunity to sleep and have to wait to get to sleep at a later time	9.30-9.45PM	2.25 hours
Wake at 4.45 AM, shower, breakfast and drive at 5.30 AM	45 minutes is a very short time frame to do all that is necessary to leave for work	4.45-5.30 AM	3 hours

10 hours available, minus 3.00 hours shown above leaves only 7 hours sleep opportunity. This is based on very tight time frames as shown above. Workers should average 7.5 hours of sleep per 24-hours and it is unacceptable to build up the sleep debt to discharge later with added sleep on days off. Generally, the sleep debt is not fully recovered, and the sleep restriction will lead to both physical and mental health problems and poor safety and productivity performance in the workplace and on the drive to and from work.

BEYOND MIDNIGHT CONSULTING SERVICES

Online & face-to-face fatigue management training & education **Fatigue Risk Assessment** Fatigue Incident Investigation **Fatigue Policy/Plan Development** Journey Management Plan development **Supervisor Fatigue Management Training** Mental Health in the Workplace training **Drugs & Alcohol in the Workplace training** Assistance with sleep disorders

Fatigue posters (free) **Go to www.beyondmidnight.org for free resources**



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