



# Safety, Health and Environment (SHE) Huddle



<b>Huddle Date:</b>	w/c 7 <sup>th</sup> September 2020	<b>Ref:</b>	<b>Night Worker Health</b>
---------------------	------------------------------------	-------------	----------------------------

<b>Audience:</b>	<b>Processing</b>	<b>Delivery</b>	<b>Collections</b>	<b>Distribution</b>	<b>PFW</b>	<b>Specific Work Area</b>
	All business areas with night worker colleagues.					

<b>Overview:</b>	<p><b>Night Worker Health Promotion</b></p> <p>This briefing should be delivered in small huddles maintaining social distancing and with all coronavirus preventative measures. Several briefings may be required to ensure all night worker colleagues receive the same messaging.</p> <p>Familiarise yourself with the below attached <i>Health Advice for Shift Workers</i> hand-out and where you may be able to signpost colleagues to support services. Please print off enough copies for all night worker employees.</p>
------------------	--

## Message

For many colleagues, there are many home and work life advantages of being a night shift worker.

However, working outside standard daytime hours can increase some health risks, which if not managed properly can affect performance, increase the likelihood of mistakes and accidents at work and might have a long-term impact on health. For example:

- Physical fitness and lifestyle;
- Fatigue;
- Sleeping difficulties;
- Reliance on sedatives and/or stimulants;
- Social and domestic problems,

We are committed to improving the physical and mental health of our employees. If you regularly work at night, there are some steps you can take to help maintain and improve your health and minimise any adverse effects. Please hand out the below attached to all night worker colleagues.



Health Advice for Shift Workers 2020

Every adult colleague who works for at least three hours between the hours of 23:00 and 06:00 has the opportunity to take up a regular **free health assessment** via a screening questionnaire, that has been compiled with guidance from Royal Mail's occupational health service provider.

A night worker health assessment will identify any risk factors associated with medical condition(s) and then allow advice to be obtained on how to manage them effectively.

Night shift workers can receive a health assessment through their line manager who can make a referral to the occupational health service [here](#) by 28<sup>th</sup> September, health questionnaires will be emailed direct to colleagues to complete and return direct to the occupational health service provider.

Participation is voluntary and if there are no health concerns, employees and line managers will receive a report to confirm this.

#### **Actions**

- Deliver this brief and provide the above attached *Health Advice for Shift Workers* hand-out all night workers.
- Inform night worker employees that if they would like to receive a health assessment to let you know.
- To request a night worker health assessment, you should make a referral to the occupational health service using the above link by 28<sup>th</sup> September.
- Employees will be emailed a health questionnaire to complete electronically and return directly to the occupational health service for assessment.

### **Supporting Information**

The **Feeling First Class portal** has helpful support content for your mental and physical health. Visit [www.feelingfirstclass.co.uk](http://www.feelingfirstclass.co.uk) (code **FFC1** to register) and download the app from iTunes or the Google Play store.

The **First Class Support** helpline is completely confidential and independent. Call now on **0800 688 8777** if you would like to talk to someone about any physical or mental health-related matter, for lifestyle advice, or for direct access to counselling treatments.

You can also visit [www.rmgfirstclasssupport.co.uk](http://www.rmgfirstclasssupport.co.uk) or download the '**Lifeworks**' app. New users are required to 'sign up' using a unique invitation code, which is 'RMG-' and their payroll number, for example **RMG-12345678**.

The NHS have a range of support materials available. Visit [www.nhs.co.uk/live-well](http://www.nhs.co.uk/live-well) for help with improving your diet and increasing physical activity; lowering your blood pressure or cholesterol; or support with losing weight or stopping smoking.

Also available is a [How Are You quiz](#), an online [Heart Age test](#) or you can download useful health apps and trackers via [www.nhs.co.uk/apps-library](http://www.nhs.co.uk/apps-library).