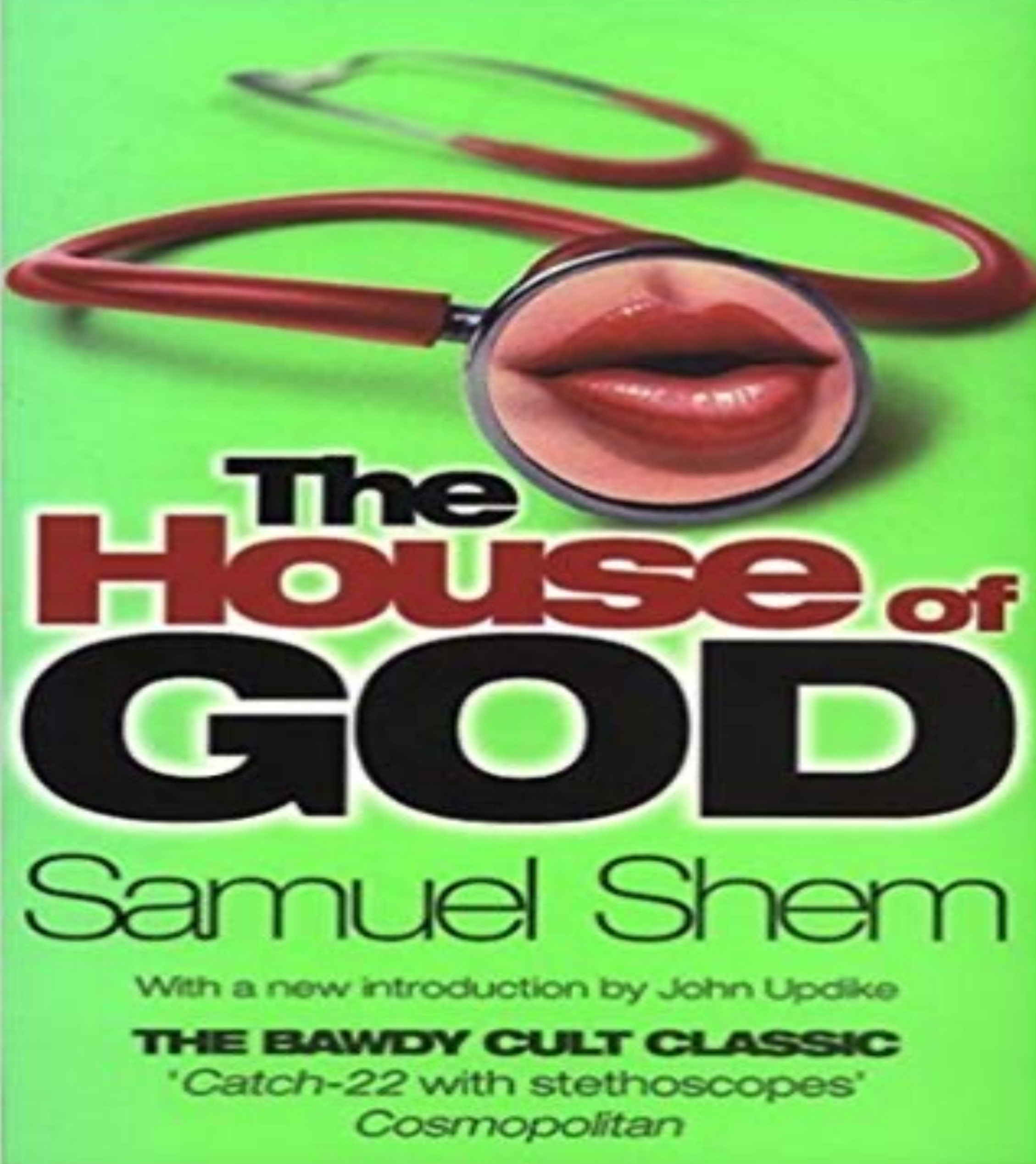


Challenges of fatigue risk management in the NHS



Dr Michael Farquhar
Consultant in Sleep Medicine
Evelina London Children's Hospital

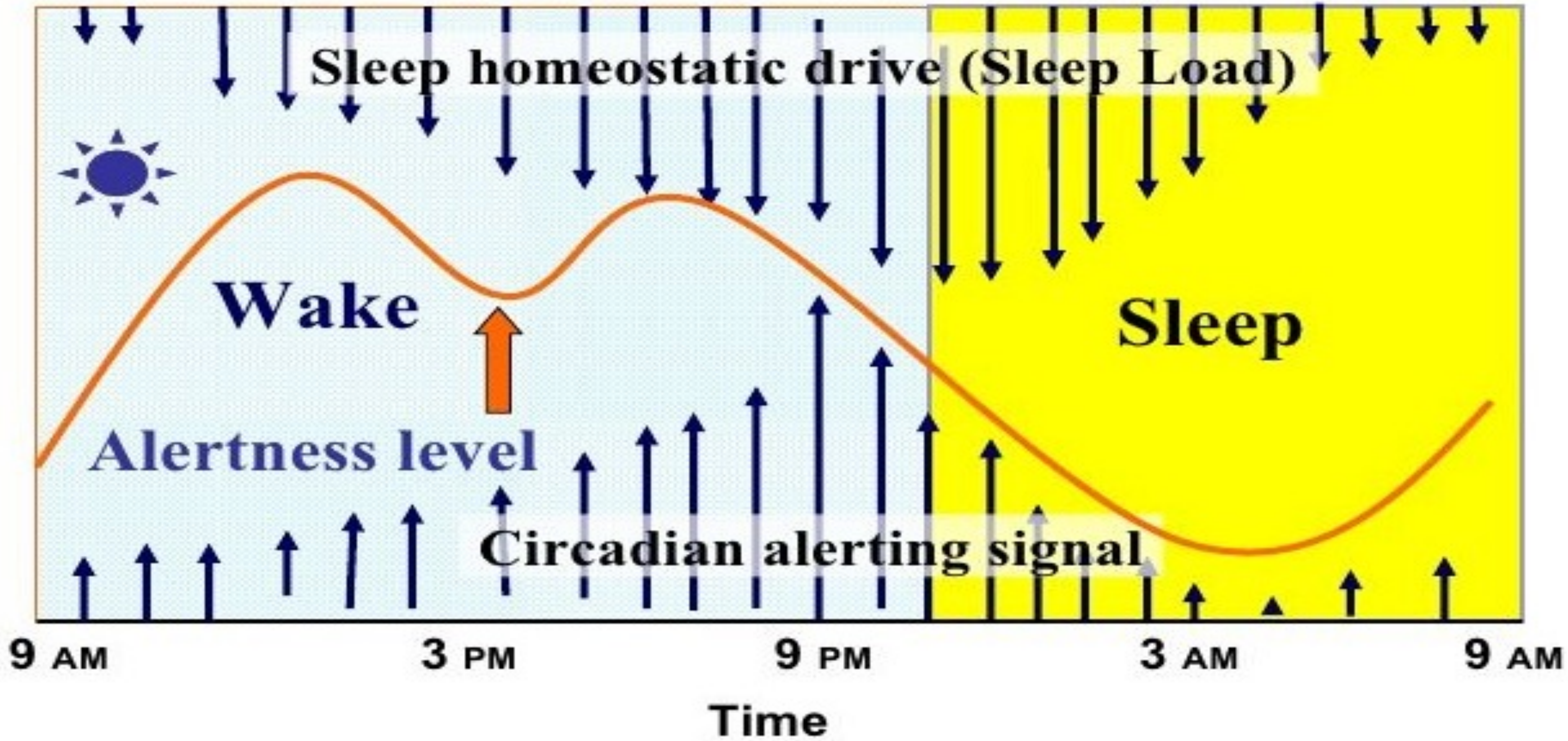


“How can we care for patients, man...

... if nobody cares for us?”

- Chuck (intern)







**WORKING AT NIGHT IS LIKE
WORKING WHEN JET LAGGED**



Health consequences of shift work and insufficient sleep

Göran Kecklund,^{1 2} John Axelsson³

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Cite this as: *BMJ* 2016;355:i5210
doi: 10.1136/bmj.i5210

SHIFTWORK IS BAD FOR YOU

ABSTRACT

This review summarises the literature on shift work and its relation to insufficient sleep, chronic disease and accidents. It is based on 38 meta-analyses and 24 systematic reviews with additional narrative reviews and articles used for outlining possible mechanisms by which shift work may cause accidents and adverse health. Evidence shows that the effect of shift work on sleep is not only acute sleep loss, but also with night shifts, evening and morning shifts. A link also exists between shift work and accidents, type 2 diabetes (relative risk range 1.09-1.40), weight gain, coronary heart disease (relative risk 1.23), stroke (relative risk 1.05), and cancer (relative risk 1.02), although the original studies showed mixed results. The relations of shift work to cardiometabolic diseases and accidents mimic those with insufficient sleep. Laboratory studies indicate that cardiometabolic stress and cognitive impairments are increased by shift work, as well as by sleep loss. The health and safety consequences of shift work and insufficient sleep are likely similar, they are likely to share common mechanisms. However, additional research is needed to determine whether insufficient sleep is a causal pathway for the adverse health effects associated with shift work.

<https://tinyurl.com/BMJShiftwork>



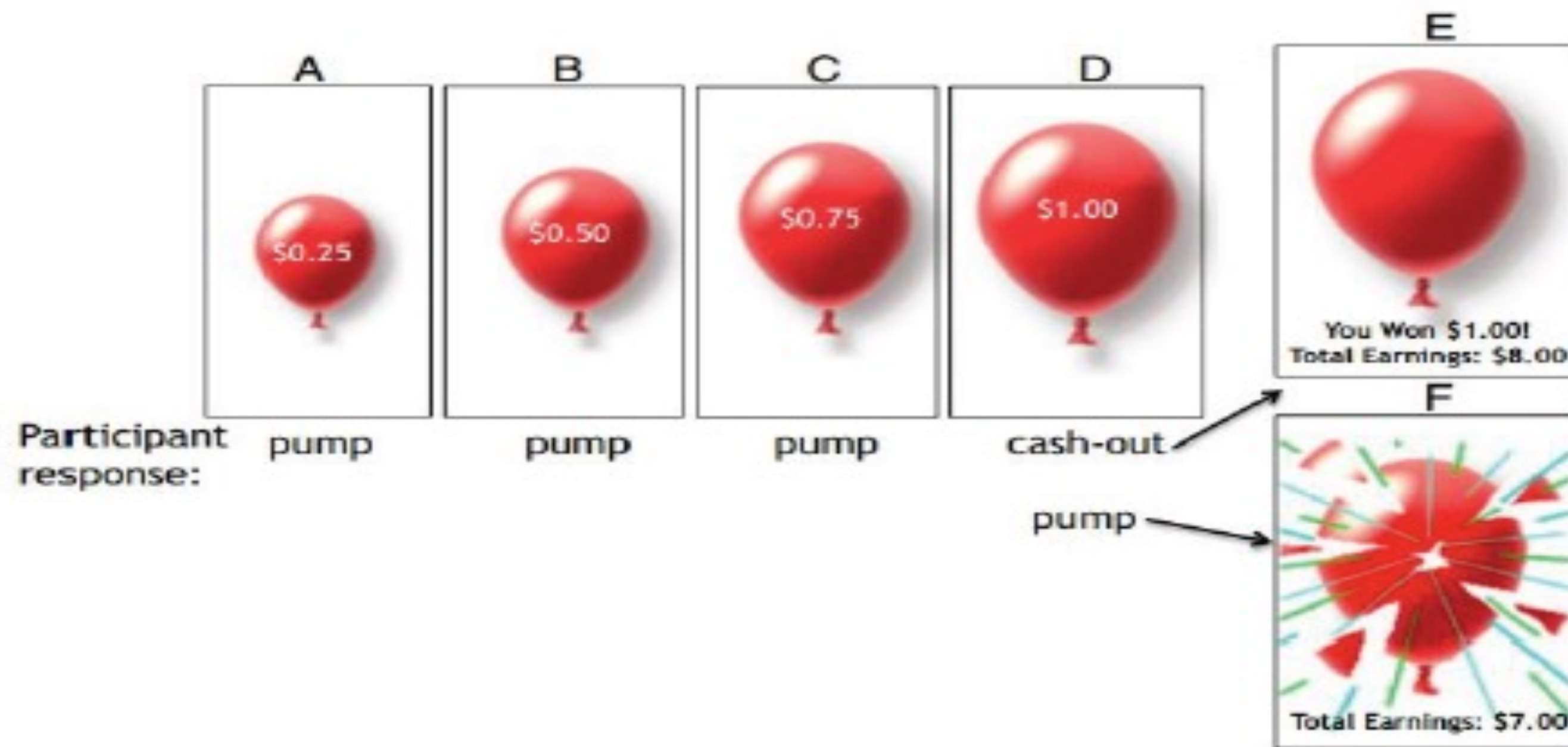
@DrMikeFarquhar



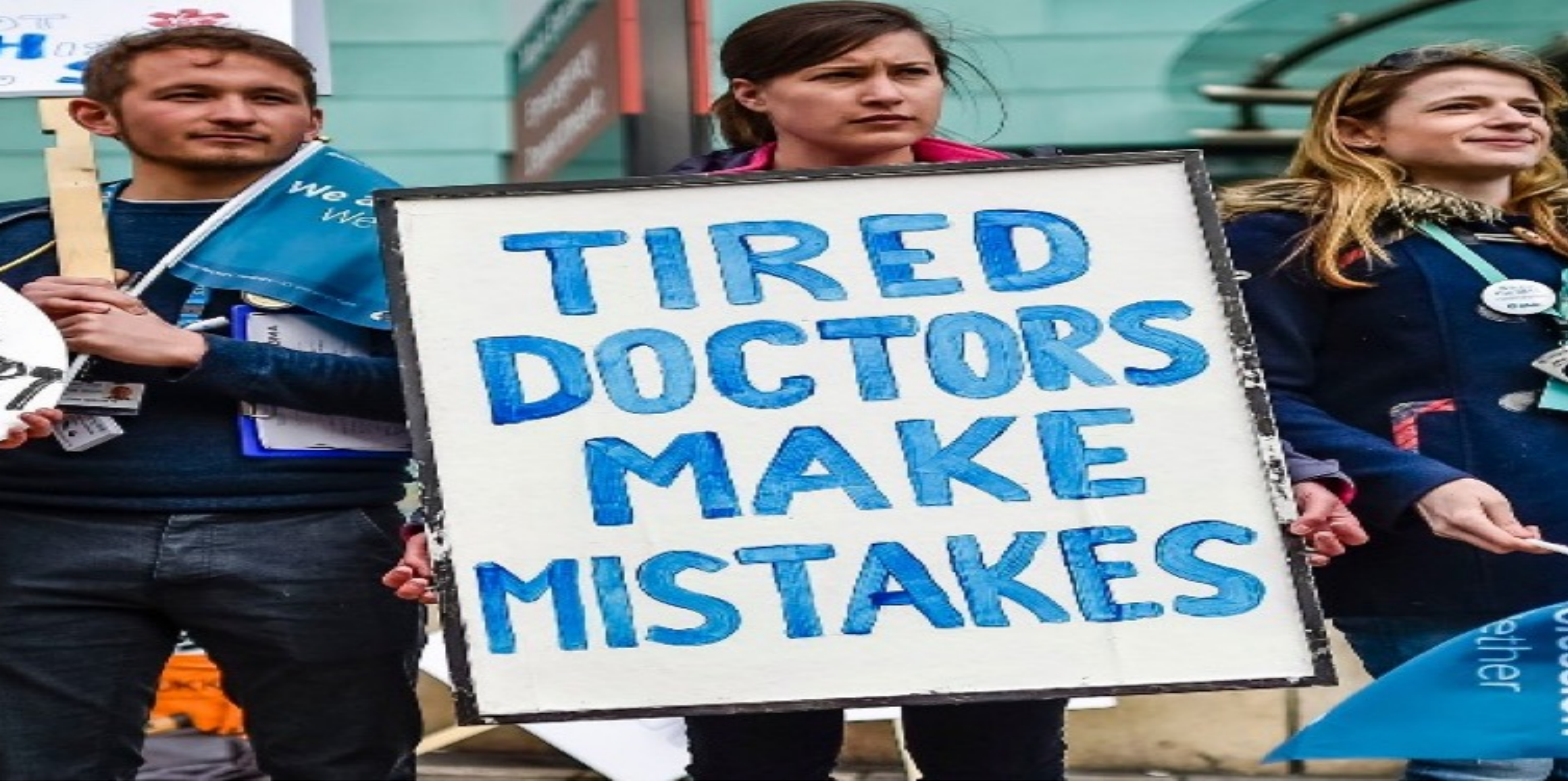
How does sleep deprivation during night shifts affect junior doctors' cognitive performance? A pilot study.

Maria Vittoria Capanna¹, Dr Ruihua Hou¹, Dr Matt Garner², Dr Catherine Hill^{1,3}

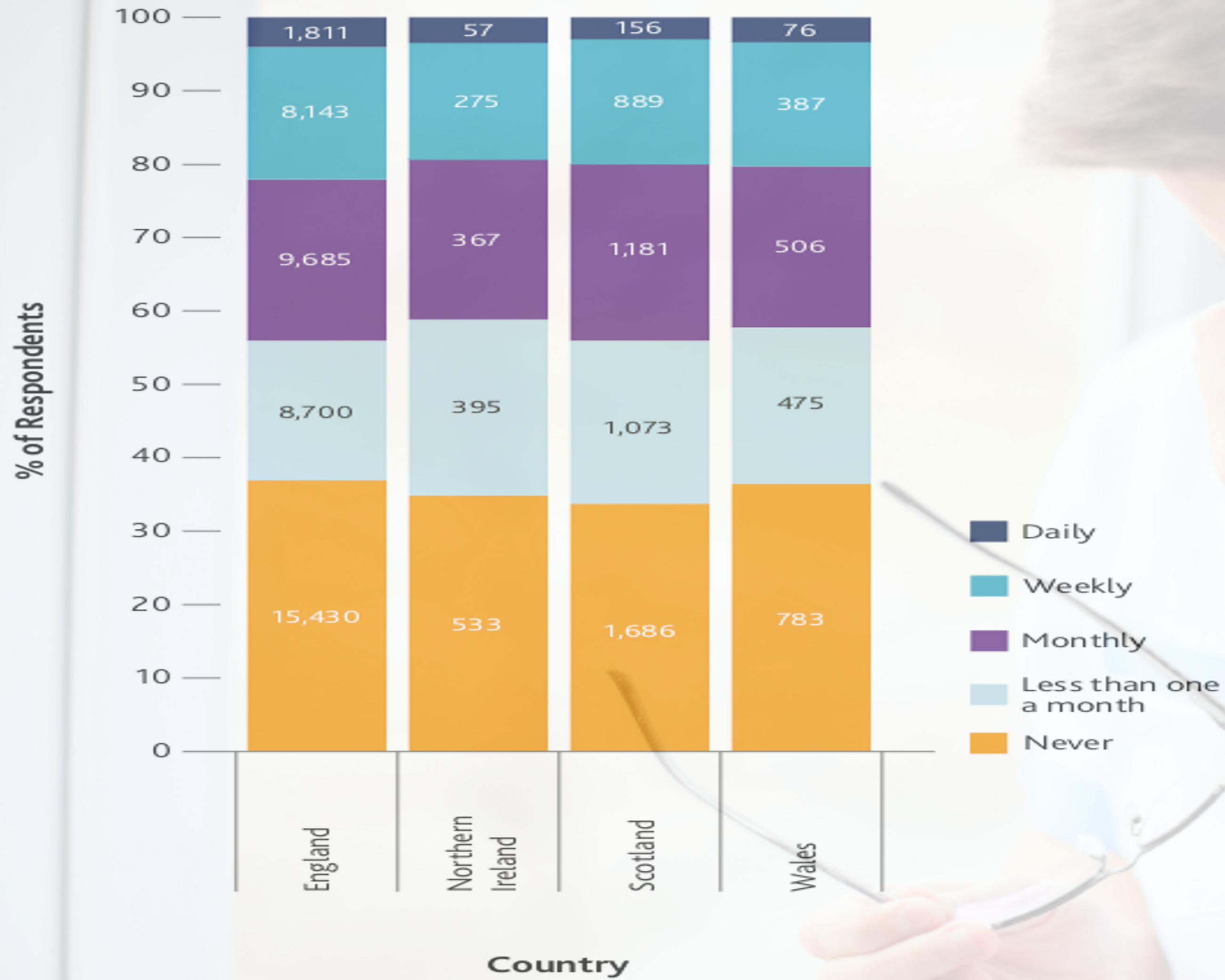
¹Faculty of Medicine, ²Department of Psychology, University of Southampton and ³Southampton Children's Hospital UK.



FATIGUE INCREASES RISKY DECISION MAKING



In this post, how often (if at all) did your working pattern leave you feeling short of sleep?

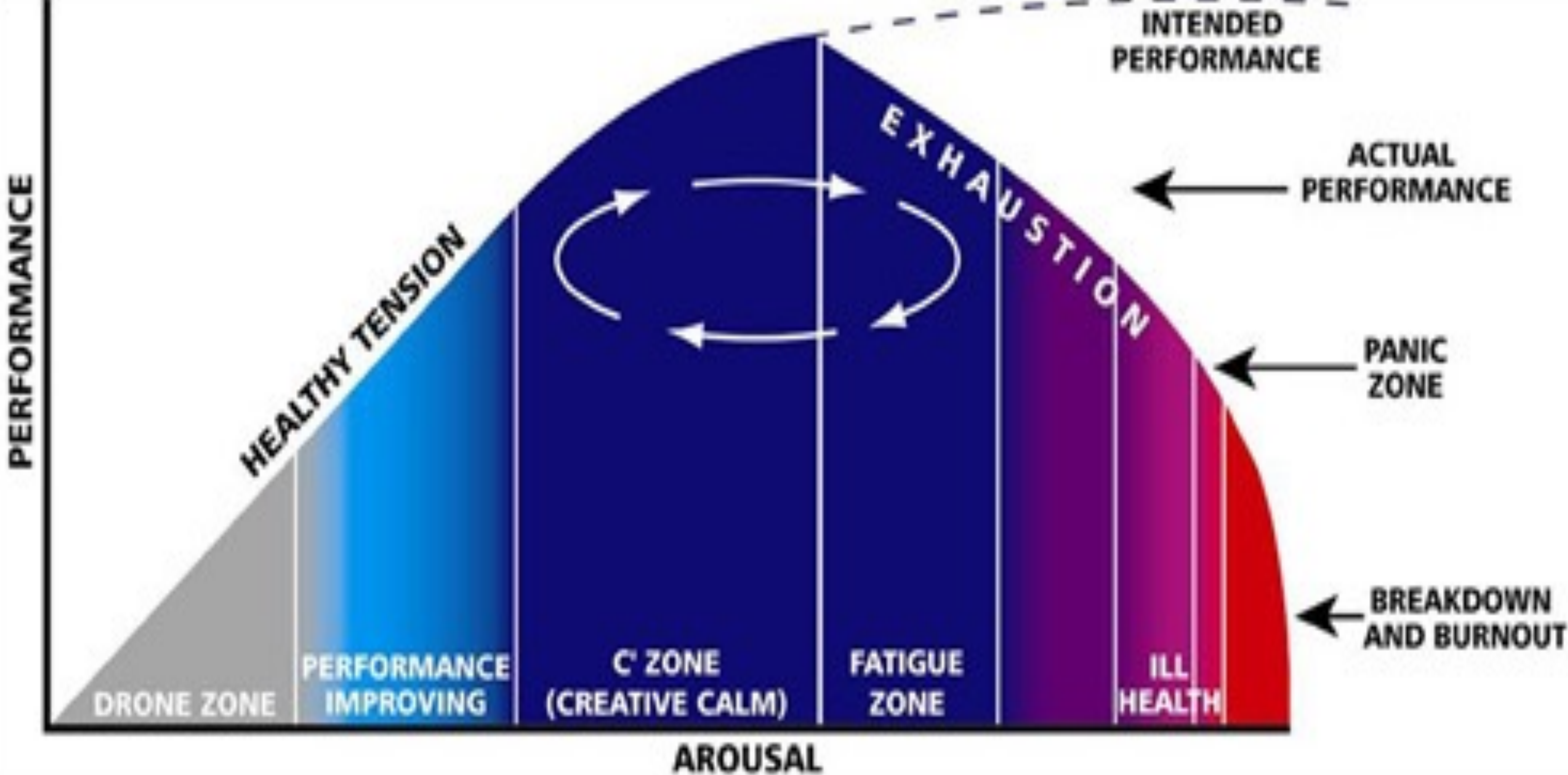


20% OF DOCTORS REGULARLY FEEL TIRED IN THE DAYTIME

Work >8hrs ↑ accident risk

After 12hrs of work:

**twice the risk of an accident
compared to 8 hours**



Moderate sleep deprivation produces impairments in cognitive and motor performance equivalent to legally prescribed levels of alcohol intoxication

A M Williamson, Anne-Marie Feyer

**DRIVING TIRED
IS LIKE DRIVING DRUNK**

Worked to death - exhausted young doctor veers off road and dies after gruelling nightshift

RECORD



YORKSHIRE Evening Post

Hospital nurse and 'amazing' mum died in car crash after 12-hour night shift



BBC

Dr Ronak Patel 'had been singing to stay awake' before fatal crash









NHS STAFF ARE NOT SUPERHUMAN

Resilience
**.... CAN ONLY EVER BE
PART OF THE SOLUTION**

BURNOUT



Figure 4: Trainees – Negative responses to individual burnout questions, 2019 – 2023

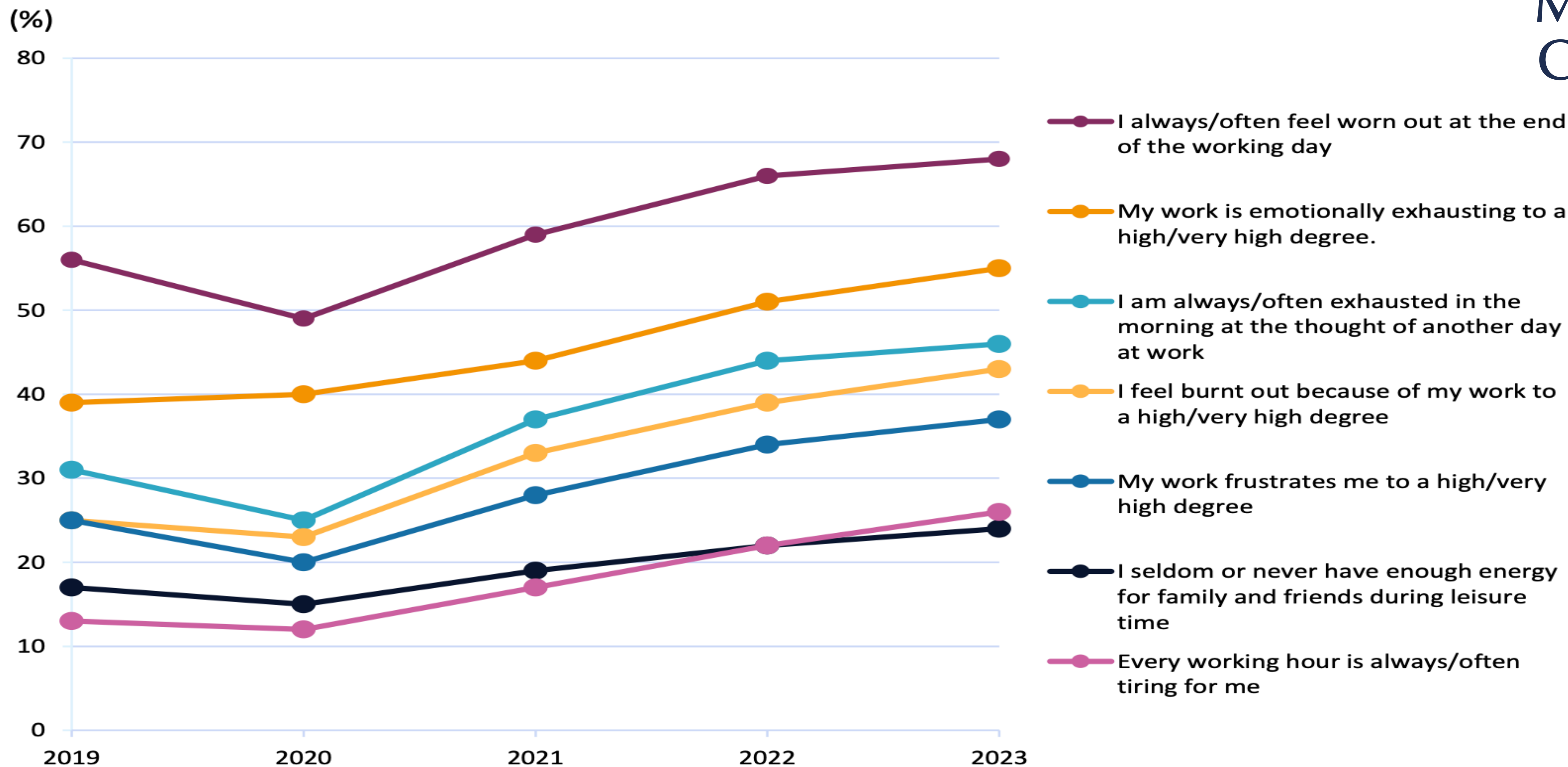


Figure 5: All trainers – Negative responses to individual burnout questions, 2019 – 2023

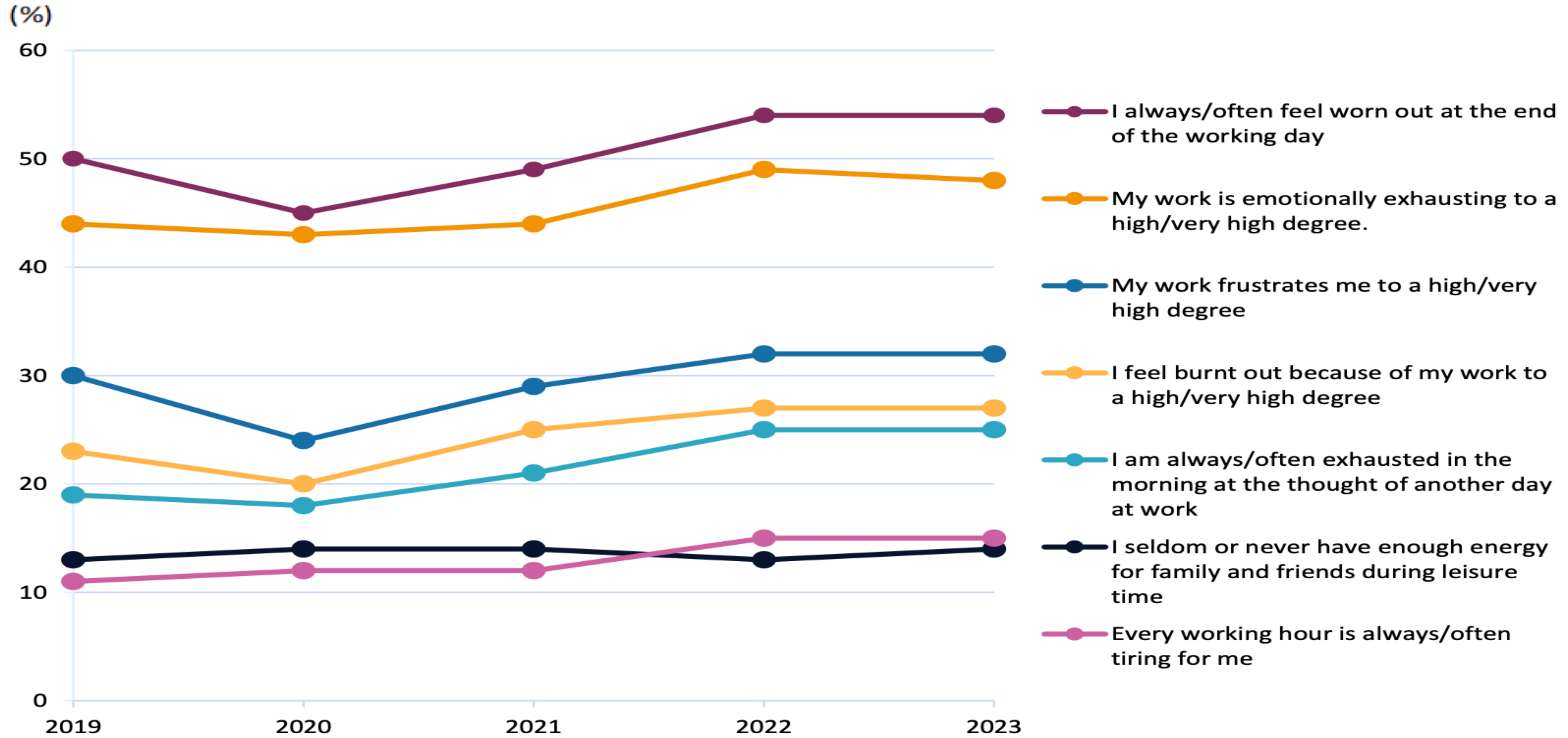
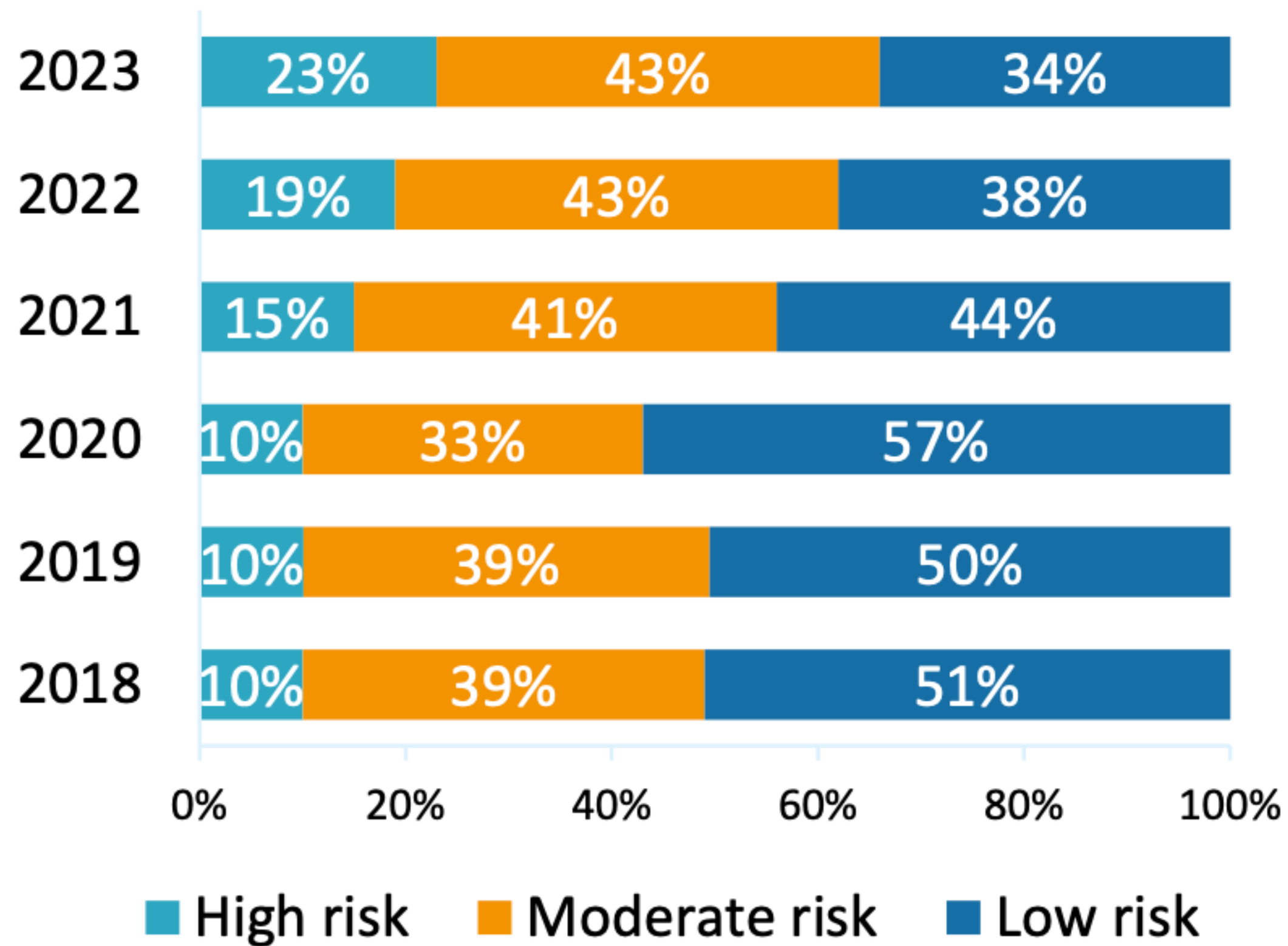


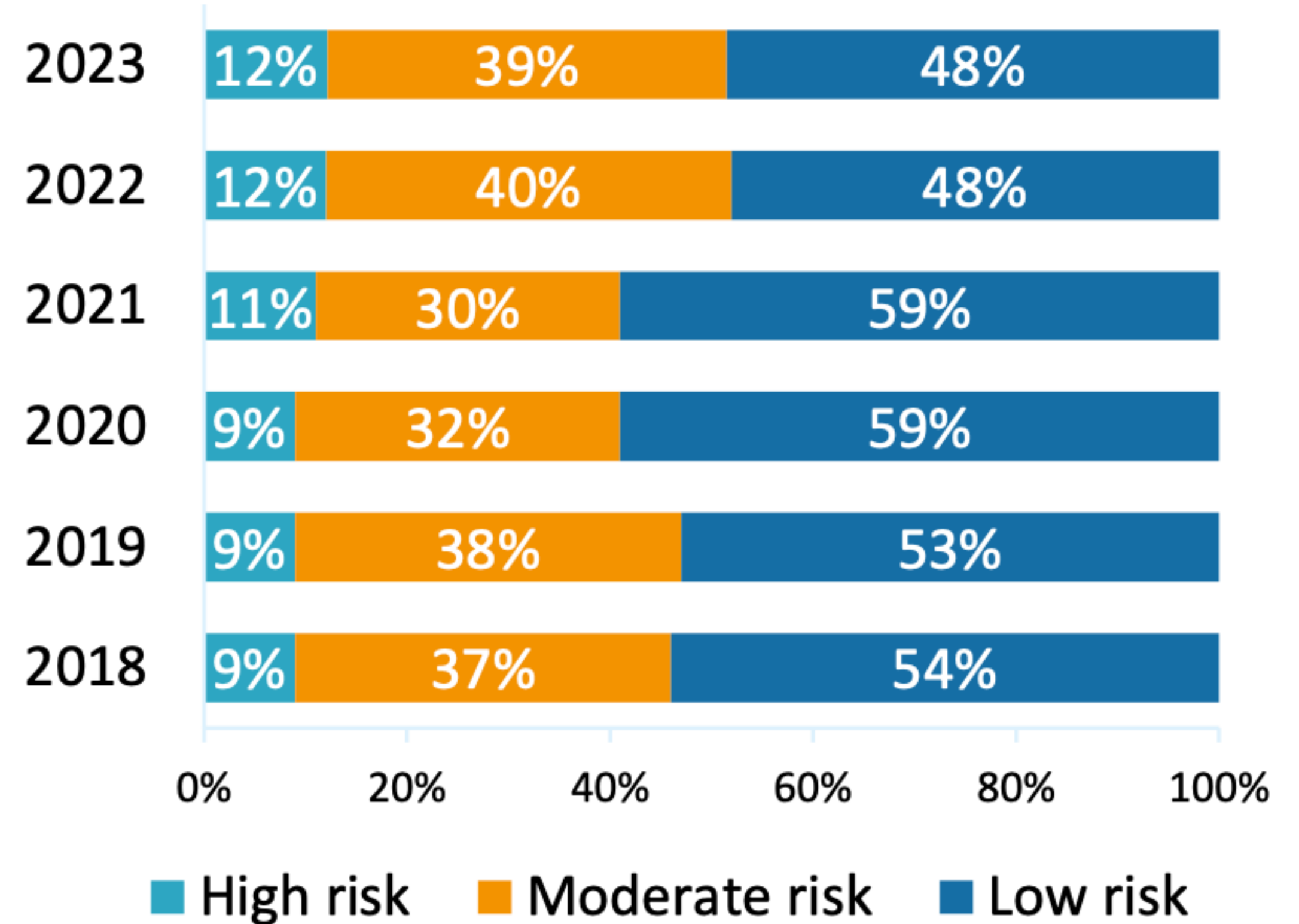
Figure 8: Trainees and trainers – Calculated risk of burnout 2018 – 2023

Trainees



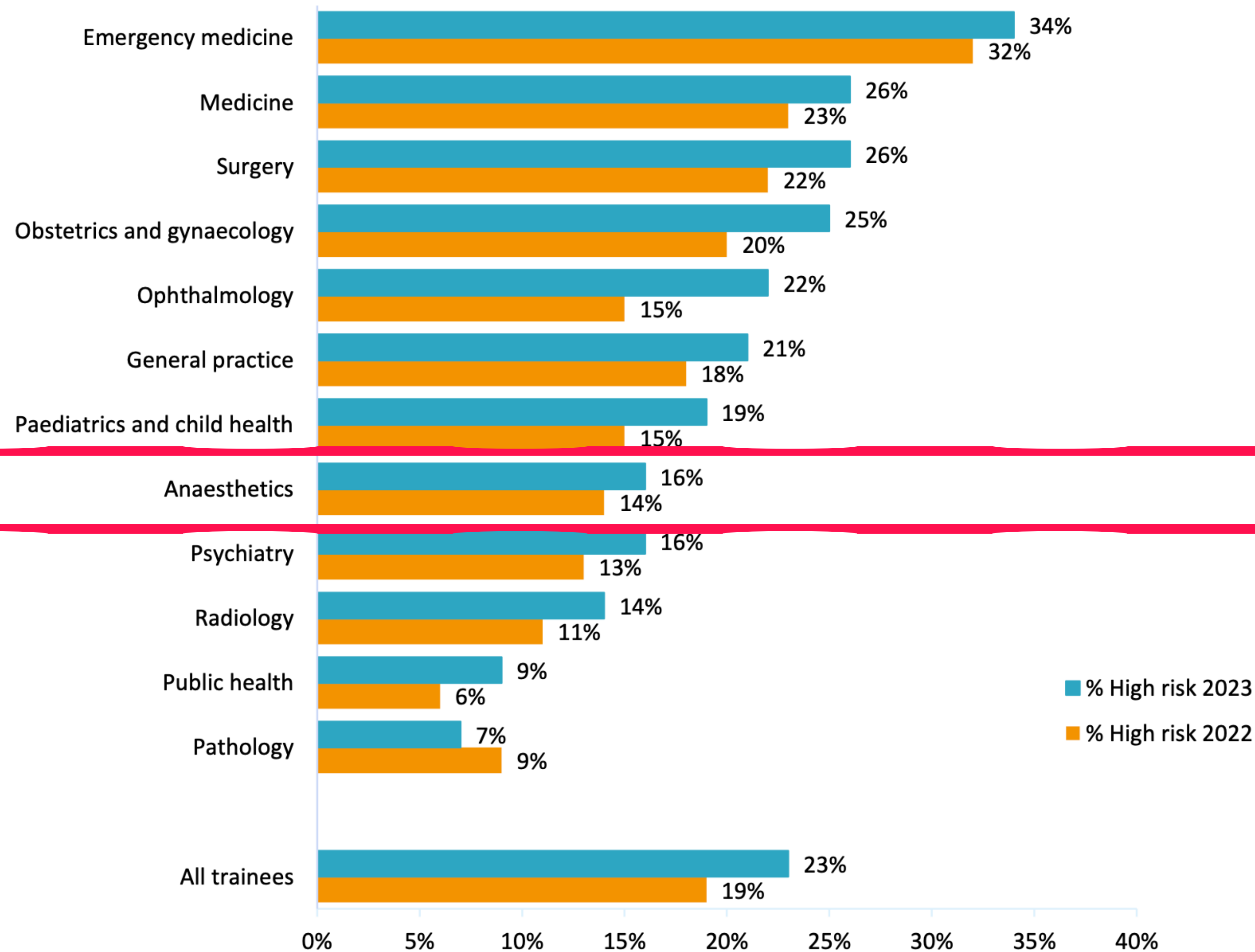
66%

Trainers



51%

Figure 9: Trainees – Post specialty variation at high risk of burnout, 2023 vs 2022



HALT, take a break

Have you taken your breaks today?

If you are Hungry, Angry, Late or Tired, think HALT and take a break.

- Healthier for you
- Safer for patients
- Better for everyone



Find out how you and your team can work together to HALT and take a break – visit the [Showing we care about you](#) pages on GTi.







Joint initiative launched to address the impact of fatigue on doctors



The Faculty of Intensive Care Medicine



Let's #FightFatigue

<https://anaesthetists.org/Fatigue>



@DrMikeFarquhar



NHS Staff and Learners' Mental Wellbeing Commission

February 2019



Developing people
for health and
healthcare

www.hee.nhs.uk



“We ask in this report:

***“who cares for the people
who care for the nation’s
health?”***

and say that we must improve the way in which we look after ourselves and our colleagues, so they are better placed to meet the needs of their patients.”

Caring for doctors Carino for patients

How to transform UK healthcare environments to support doctors and medical students to care for patients

Professor Michael West and Dame Denise Coia

General
Medical
Council

“We can’t simply go on the way we are, loading more responsibility onto doctors already struggling to cope. Where workloads are excessive, patient care suffers”

Professor Michael West
15th November 2019



Staff Wellbeing

NEWS

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UK | England | N. Ireland | Scotland | Alba | Wales | Cymru | Isle of Man | Guernsey | Jersey | Local News

Queen gives George Cross to NHS for staff's 'courage and dedication'

10 minutes ago

Coronavirus pandemic



REUTERS

The Queen has awarded the George Cross to the NHS as the health service marks its 73rd anniversary on Monday.



WINDSOR CASTLE

It is with great pleasure, on behalf of a grateful nation, that I award the George Cross to the National Health Services of the United Kingdom.

This award recognises all N.H.S. staff, past and present, across all disciplines and all four nations. Over more than seven decades, and especially in recent times, you have supported the people of our country with courage, compassion and dedication, demonstrating the highest standards of public service.

You have our enduring thanks and heartfelt appreciation.

Elizabeth R

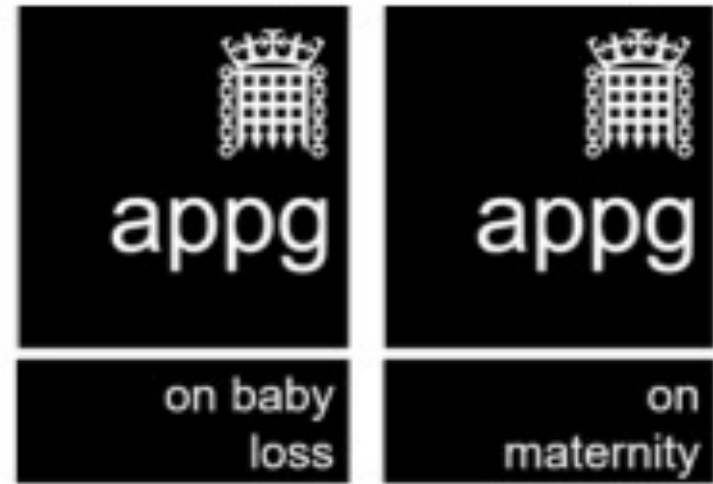
NHS and social care staff burnout at an emergency level - report

By Francesca Gillett & Katie Wright
BBC News

🕒 3 days ago



“It is clear that workforce planning has been led by the funding envelope available to health and social care rather than by demand and the capacity required to service that demand”



September 2022

Safe Staffing: The impact of staffing shortages in maternity and neonatal care

Report of the Baby Loss and Maternity All Party Parliamentary Groups

Jeremy Hunt

Co-chair, Baby Loss APPG

Cherilyn Mackrory

Co-chair, Baby Loss APPG

Jill Mortimer

Chair, Maternity APPG

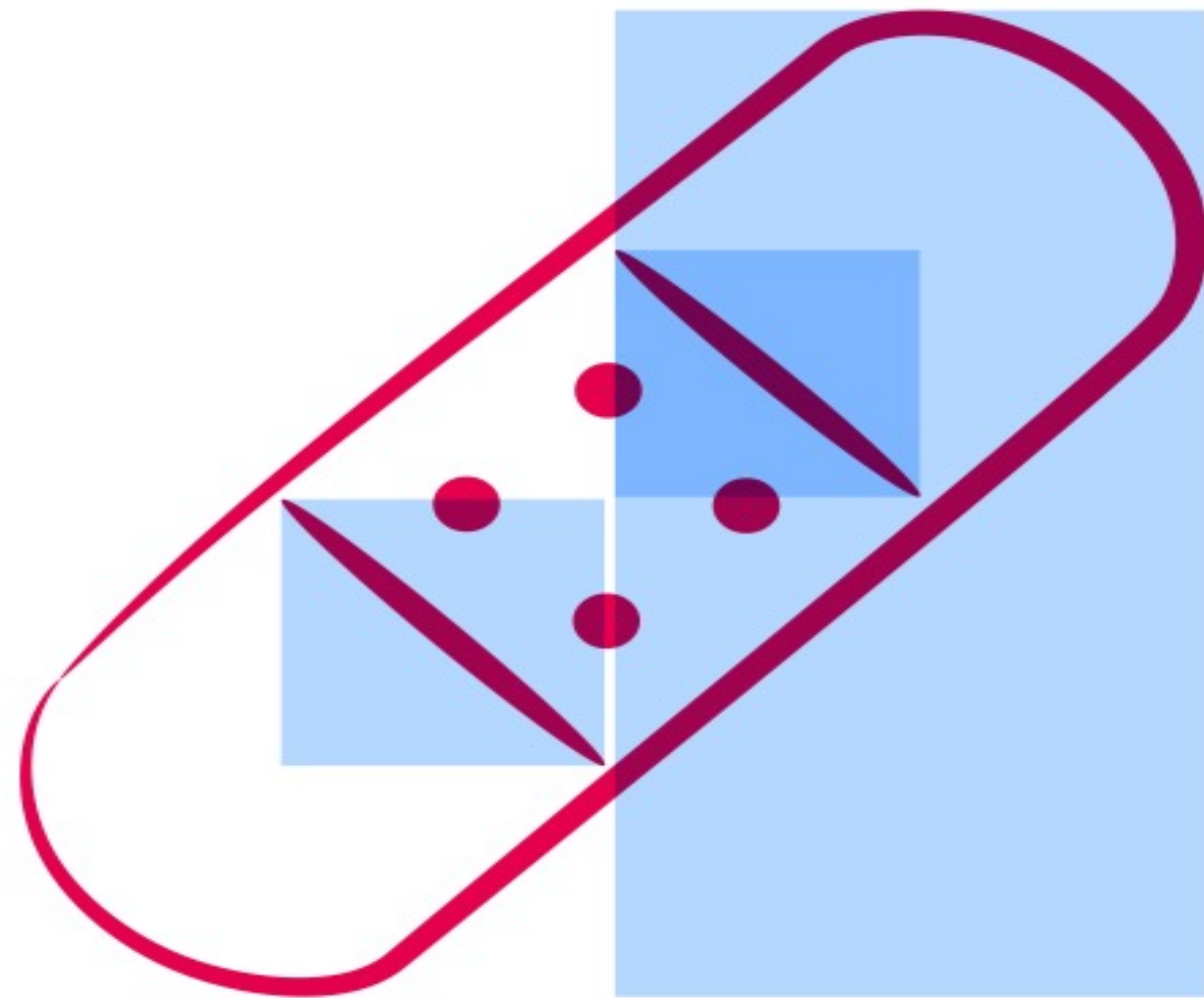
“staff are working flat out and doing their best to deliver care, but they are stretched to the limit - it is leaving them burnt out”

September 2022



Fixing the NHS

Why we must stop normalising the unacceptable



“We can no longer stand by while others seek to normalise the unacceptable when it comes to health and care”

**Prof Dame Helen Stokes-Lampard
AoMRC Chair**

Staffing Level

Today's Date MARCH

The Nurse in Charge Today is:

The Number of Patients on the Ward Today is:

It is Recommended that the Ward Has:

Shift	Registered Nurses	Healthcare Assistants
Early	<input type="text" value="1"/> <input type="text" value="2"/>	<input type="text" value="1"/> <input type="text" value="2"/>
Late		
Night		

Currently the Ward Has:

Shift	Registered Nurses	Healthcare Assistants
Early	<input type="text" value="1"/> <input type="text" value="0"/>	<input type="text" value="1"/> <input type="text" value="0"/>
Late		
Night		

The Number of Rehab Support Workers & Therapists on the Ward Today is:

If the staffing levels are below the recommended numbers please be assured that we are making sure all patients are kept safe and receive compassionate, smart and effective care. If you have any worries about the staffing levels on this ward or the care you or your relative/friend is receiving then please do not hesitate to contact me - Louise Ashley, Chief Nurse and Director of Quality Governance, email and land line phone no. or the matron/ward sister - contact details.....



Safe

Staffing



Fatigue Risk Management Systems



[@DrMikeFarquhar](#)