Supportive Systems for Napping

Health New Zealand Te Whatu Ora

Background

Fatigue is a significant health and safety concern impacting our workforce, and by extension, patients in our care. We have a legal obligation to manage and minimise fatigue under the Health and Safety and Work Act 2015. Six priority actions have been agreed by Health New Zealand | Te Whatu Ora (Health NZ) to help address fatigue. Priority Four is to **provide supportive systems for napping.**

Purpose

This guideline outlines the intent and commitment to Health NZ to **ensure staff have access supportive systems for napping, as an evidence-based means to reduce fatigue, for night workers.** It is intended to support Leaders in implementing a solution that is fit for purpose for their location and their people.

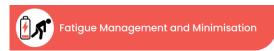
Key Principles

- The ideal time for a nap is **30 minutes** with 10 minutes recovery time. It is intended to delay the peak sleep pressure until there is the opportunity to safely sleep fully.
- A nap is **not a replacement for a good night's sleep**, and it cannot make up for chronic sleep deprivation. However, it can reduce fatigue and increase cognitive function.
- Napping on a night shift reduces the natural sleep pressure caused by the circadian low point that occurs between 0200 and 0600. A nap should occur between 0230 and 0400.
 Any earlier and the peak pressure to sleep will occur at work and any later and the nap may impact on the worker's ability to properly sleep once home.
- The environment must be secure, safe, dimly lit, and warm. Couches, reclining chairs, or beds are required to allow the staff member to sleep in a reclining position. There are many rooms in a hospital which are not used overnight such as offices or outpatient departments which may be suitable for napping staff.
- It is important to foster a culture where napping is viewed as an important fatigue management action.
- All workers should be able to **access information** on the importance of good sleep hygiene as well as practical support regarding sleep.

Reporting and Monitoring

- Solutions are to be monitored locally to allow for escalation and additional supports.
- The Group Director Operations (GDO) will provide a summary of uptake via the monthly reporting through to the Regional Directors.

^{4.} Alger, Sara, et.al. "Challenging the stigma of workplace napping." Sleep. Vol. 42. Aug. 2019.



^{1. &}lt;sup>1</sup> Weir. Kristen. "The Science of Naps." *American Psychological Association*. Vol. 47. 2016.

^{2.} Brown, Jeanne Geiger, et.al. "Napping on the Night Shift: A Two-Hospital Implementation Project." American Journal of Nursing. Vol. 116. 2016.

^{3. &}quot;Benefits of napping on night shifts." Nursing Times. Nov. 4, 2011.