



**TSSA GUIDANCE ON  
NIGHTWORK RESEARCH  
FROM GREENWICH  
UNIVERSITY AND ANGLIA  
RUSKIN UNIVERSITY**

[www.tssa.org.uk](http://www.tssa.org.uk)

# Nightwork Report – a briefing

TSSA was one of the five unions that commissioned Greenwich University and Anglia Ruskin University in June 2023 to research the health and safety impacts of night working. The outcome of the research project was published on 26<sup>th</sup> October 2024 in a report called, appropriately, “The Health and Safety Impacts of Night Working”.

In this briefing for TSSA reps and organisers we will be looking at the findings and recommendations contained in the report before issuing guidance about how to use the material to argue for and organise around the issues that have been identified.

## Why was TSSA involved in sponsoring the Report?

Night working may not be something that all TSSA members are involved with, but across UK industry 27%<sup>1</sup> of the workforce – 8.7 million people – have this as a requirement of their job.

TSSA has members amongst that number as our membership includes people who are employed in a variety of roles that enable the 24/7 railway to operate. Those members are to be found in control offices, resourcing centres, the provision of customer support as well as infrastructure maintenance and renewal activities. Many TSSA members are also on call that often leads to night working.

We are also aware that night working can be a contentious issue because of the demands it makes, both on members’ health and wellbeing, but also in how employers can make those situations worse by their decisions and actions.

## Introduction to the Report

There are two types of academic research – quantitative and qualitative.

Previous research on the effects and impacts of nightwork has concentrated on a quantitative approach that has been used to test hypotheses, identify patterns, and make predictions, often based on analysing statistics.

One of the most recent quantitative reports on working nights has been published by Warwick University and the Université Paris-Saclay, Inserm and Assistance Publique-Hôpitaux de Paris<sup>2</sup> which used a statistical method to analyse groups of French hospital workers working day or night shifts during their working and free time. This found that night work significantly disrupts both sleep quality and the circadian rhythms<sup>3</sup>, but also that workers can experience such disruption even after years of night shift work.

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<https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/articles/thenighttimeconomyuk/2022>

<sup>2</sup> [https://warwick.ac.uk/newsandevents/pressreleases/shift\\_workers\\_cant/](https://warwick.ac.uk/newsandevents/pressreleases/shift_workers_cant/)

<sup>3</sup> “Our internal body clock generates circadian rhythms that regulate our sleep and wake cycle over 24 hours. It is strongly influenced by the natural cycles of light and dark” from “Working the Night Shift” at: <https://www.tims.nhs.uk/wp-content/uploads/2023/03/Night-shift-and-sleep-tips.pdf>

The alternative form of academic research takes a qualitative approach which aims to produce rich and detailed descriptions of the phenomenon being studied, and to uncover new insights and meanings through interviews and observations. To date there has been little qualitative research on nightwork and to achieve its benefits this was the method used to produce the report that TSSA jointly commissioned.

55 union members from TSSA, RMT, Equity, CWU and Community were interviewed for their experiences of night working, either as part of a rotating shift pattern, permanent night working or because of being on call.

In preparation for TSSA's participation, reps were asked if they would like to take part. 37 volunteers came forward for the fifteen interview places that we had with the result that members from Network Rail, London Underground, RfLI, BTP, GWR, ScotRail, TfW Rail and DB Cargo were able to participate.

We are grateful to all those who came forward and, especially, to the members who went onto be interviewed by the Universities. They gave of their time and experiences which enabled the Report to be so thorough. All of the participants named in the reports have been given pseudonyms and some members have requested additional anonymity by having other details changed.

The report was published to coincide with the clocks changing and has been produced in three forms:

- The Summary Report of the findings and key recommendations
- A Full Report covering all of the participating unions and including a literature review as well as recommendations
- A union specific report including analysis and recommendations (referred to as the TSSA Report in his document)

This briefing is being sent to reps with the Summary Report. The one that covers TSSA members which goes into a lot of depth on how our members find night work can be downloaded from our website at: <https://www.tssa.org.uk/news-and-events/tssa-news/the-health-and-safety-impacts-of-night-working-the-case-of-tssa-workers>

## The Findings of the Nightwork Report

This section of the briefing is split into two parts:

- The psychosocial risk and the night effect on workers
- The findings of the Night Report

### How do psycho-social risks and night work affect workers?

As an introduction to the findings, we are drawing attention to the TSSA Report's commentary on how psycho-social risks and night work affect workers. We will then look at some specific findings. For ease of reading, we have separated and sought to abbreviate what could be dense text in Paragraph 4.2 of the TSSA Report.

Academic research has consistently identified night working as having a negative impact on workers' fatigue and their mental and physical health. In addition, the nature of the work environment can also impact on workers' fatigue, work-related stress and mental and physical health.

Widely recognised psycho-social risks in the literature include:

- excessive job demands
- low levels of control of the work
- low levels of supervisor and collegial support and
- poorly managed change programs.

All of these are linked to work-related stress and a range of negative physical and mental health outcomes including fatigue and burnout, as discussed in the literature review in the Main, combined union, Report.

The point is that:

“When night work is combined with psycho-social risks within the work organisation the impact on fatigue and work-related stress, on mental and physical health and on family and social relationships will be exacerbated.”

The key psychosocial risk factors identified in the research are excessive work demands (including both work intensification (high workloads) and extensification (high levels of overtime)) which are largely underpinned by:

- insufficient staff
- changes related to training needs
- climate change, and
- in some locations, problems with managerial support.

Understanding how specific psychosocial risks shape the context of night work and exacerbate the impact of night work enhances our understanding of the impacts of night work on workers.

### What did the report find?

The reports make interesting reading and reveal the issues that are faced by workers who have to work nights. Those issues include:

- Work intensification and excessive overtime
  - The majority of TSSA workers participating in the research reported that their workloads had increased in recent years, for some to unmanageable levels and that this was associated with significant work-related stress.
  - Many identified that in recent years staffing numbers had been reduced while job demands and tasks had increased especially for team leaders and lower-level managers. This was an issue across the different networks.
  - These situations, therefore, led to excessive work demands and placed pressures on workers, including working overtime to cover for vacancies or colleagues' absences, extending hours and intensifying fatigue.
  - Overtime may be motivated by financial reasons, managerial pressure or a commitment to public services and to help colleagues out in the context of staff shortages.
  
- Sleep<sup>4</sup>
  - Night shifts result in fragmented and split sleep patterns with difficulties in re-adjusting to normal sleep patterns when not working nights.
  - This confirms academic literature which describes sleep deprivation due to poor quality, split sleep of short duration related to circadian rhythm disturbances and external noise.
  - Most workers reported feeling exhausted for several days after night shifts, including during annual leave, and that this affects their mood and potentially their mental health
  
- Fatigue<sup>5</sup>
  - Circadian rhythm misalignment and sleep deprivation result in excessive fatigue which respondents described as feeling 'completely wiped-out', 'shattered', 'permanent grogginess', 'like a zombie', having 'brain fog' to the extent of short-term memory loss.
  - Fatigue occurs both during and following night shifts.

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<sup>4</sup> See Section 4.5 'Experiences of night work' of the TSSA Report

<sup>5</sup> The full Nightwork Report cites at Page 8: "Regulation 25 of the Railways and Other Guided Transport Systems (Safety) Regulations 2006 (ROGS) places specific fatigue management duties on controllers of safety critical work in the railway industry. Failure to manage rail staff fatigue properly, including excessive overtime, has been identified as a contributory factor to a range of railway accidents and incident reports."

- Fatigue associated with night work is exacerbated for older workers, who reported poorer quality and more disturbed sleep as they aged. This is aligned with the research suggesting that older workers are less tolerant of night work
- Access to public transport is limited or non-existent for night shift workers. Workers generally drive home after night shifts and can commute long distances, adding up to two hours to the working day. Fatigue means risk of traffic accidents and/or near misses.
- Insufficient recovery time
  - Recovery time following night shifts, and particularly between rotating shift patterns is often insufficient to allow re-adjustment to normal day sleeping patterns.
  - In rail, as elsewhere, the day of the morning when the run of night shifts ends is defined as a day off between shifts, but this is contentious since workers finish night shifts in a state of exhaustion and that day is spent recovering and preparing for shift transitions rather than their own free time.
  - TSSA members reported that rail companies count a weekend off as beginning from when a night shift ends on Saturday at 7am in the morning when workers are exhausted.
  - To manage shift transitions workers will often get a few hours' sleep when they get home from work, then will try to stay awake as long as they can in the hope of sleeping properly that night in an effort to try to readjust their circadian rhythms to going back to day shifts.
  - Recovery time eats into workers days off work and annual leave. This is not a burden experienced by normal day shift workers, yet recovery time is not paid for by organisations and forms part of workers' 'free time.'
- 12-hour shifts
  - Some workers prefer 12-hour shifts over shorter periods, giving them more time away from work or opportunities for overtime.
  - However, working twelve rather than eight hours shifts has significant implications for fatigue, particularly in safety critical industries and where workers drive home after night shifts.
  - The Office for Rail Regulation (ORR) advocates<sup>6</sup>:
    - maximum shift lengths of 12 hours for a day shift,

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<sup>6</sup> See ORR's Managing Rail Staff Fatigue from Paragraph 7.28 'Shift Length Factors'. Full Book available to download from: <https://www.orr.gov.uk/managing-rail-staff-fatigue>

- 10 hours for night and early shifts and
  - eight hours for shifts starting before 05:00.
  - that 'time at work' should consider travel times to and/or from the place of work and possible limits on maximum 'door-to-door' times.
  - It advises a minimum rest period of 12 hours between consecutive shifts.
- Relationships and Social Life<sup>7</sup>
  - Night shifts were reported as having negative impacts on relationships and family life, particularly where children are involved, confirming research that shows shift-working can increase the risk of relationship breakdown.
  - Social desynchronisation can make it more difficult for workers to have a social life and to form new relationships.
  - At the same time the imposition of changes to shift patterns can disrupt workers' carefully orchestrated work-life balance
- Diet and exercise
  - Many workers reported poor diets because of night shifts and struggled to prepare food and eat healthily at work and home or to find the energy and time to exercise.
  - Lack or minimal meal breaks at work further undermined diets and eating.
  - To a significant extent their repeated efforts to establish and maintain good diet and exercise routines were undermined by excessive fatigue associated with the regimes of night shift work.
  - Night workers could feel like 'poor relations' in terms of provision of facilities
- Access to services
  - Night shift workers can have difficulties accessing services, including medical appointments.
  - Shift workers may use annual leave for medical appointments.
  - Workers finishing shifts late at night can find getting home difficult or impossible whilst the use of car parks can put them (especially women) at risk.

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<sup>7</sup> See Section 4.7, 'Impact on Family life and Social' in TSSA Report.

- Employer Support
  - Limited evidence of specific employer support for night workers.
  - In rail there are questions about the extent to which fatigue management responsibilities are taken seriously by management. (see footnote in Fatigue findings).
  - The literature shows that genuine worker control over shift patterns and rosters can reduce the negative impact on social and family life, however, respondents often found management unreceptive to requests to change shifts or to drop the number of night shifts worked. Management inflexibility is exacerbated where there are staffing shortages.

The information above is mostly taken from the Nightwork Report Summary document but for additional information we have also added footnotes to some of relevant sections in the TSSA Report.

### **The effect of night work on older workers**

The University researchers have also drawn attention to how most older workers amongst the TSSA members taking part “considered that their bodies are no longer resilient to the negative impacts of night shifts in particular, that they were becoming more exhausted and were taking longer to recover from the effects of night work on their bodies.”

This was backed up by the academic literature that indicates how older workers have reduced tolerance for shift work at the same time as experiencing increased problems with sleep as they age.

### **What are the health implications of working at nights?**

Working at night can affect both the physical and mental health of members on duty. The TSSA Report from Section 4.7, ‘Impact on health’ goes into more detail based on academic research, listing conditions such as:

- cardiovascular diseases
- metabolic disorders such as diabetes, and some forms of cancer
- weight problems leading to high blood pressure, heart issues, high cholesterol and triglycerides, diabetes or pre-diabetes, prostate cancer, colitis, Crohn’s disease, sleep apnoea (associated with being overweight).

According to the academic authors of the TSSA Report, “...these health dysfunctions are linked to metabolic dysfunction in relation to circadian rhythm misalignment as well as to the association between night work, poor diet and limited physical exercise.

### **How is fatigue defined?**

The ORR document Managing Rail Staff Fatigue, states “there is no single agreed definition of fatigue” but then goes on to list a series of outcomes that means fatigue is considered to be:

“a state of reduced mental or physical capability resulting from sleep loss or extended wakefulness, disruption to circadian rhythms (the ‘internal body clock’), workload (mental and/or physical activity) and/or prolonged working that can impair alertness and the ability to perform safely and/or effectively’. A fatigued person will be less alert, less able to process information, will take longer to react and make decisions, and will have less interest in working compared to a person who is not fatigued”

The Health & Safety Executive (HSE) describe<sup>8</sup> fatigue as referring

“to the issues that arise from excessive working time or poorly designed shift patterns. It is generally considered to be a decline in mental and/or physical performance that results from prolonged exertion, sleep loss and/or disruption of the internal clock. It is also related to workload, in that workers are more easily fatigued if their work is machine-paced, complex or monotonous.

Fatigue results in slower reactions, reduced ability to process information, memory lapses, absent-mindedness, decreased awareness, lack of attention, underestimation of risk, reduced coordination etc. Fatigue can lead to errors and accidents, ill-health and injury, and reduced productivity. It is often a root cause of major accidents eg Herald of Free Enterprise, Chernobyl, Texas City, Clapham Junction, Challenger and Exxon Valdez.”

These descriptions mirror the experience of participants in the (full) Nightwork Report<sup>9</sup>. Their evidence described fatigue resulting from night work as leaving them feeling ‘completely wiped-out’, ‘shattered’, as having a ‘permanent grogginess’, ‘like a zombie’, having ‘brain fog’ to the extent of short-term memory loss. Fatigue hits during and following night shifts with rail workers reporting the particular difficulty of “staying awake after 3am to 4am when they ‘hit a wall’, especially on 12-hour nightshifts.

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<https://www.hse.gov.uk/humanfactors/topics/fatigue.htm#:~:text=It%20is%20generally%20considered%20to,%2Dpaced%2C%20complex%20or%20monotonous.>

<sup>9</sup> Section entitled “Fatigue”, from Page 37 of Full Night Work Report

## **The Nightwork Report's recommendations and TSSA's Guidance**

The Nightwork Report makes two sets of recommendations, one in the Summary document that seeks to embrace all of the participants, and another in each union's specific report. The latter of these has been tailored to the findings for the members of that union but there is inevitably a degree of an overlap with the Summary Report.

In what follows we will be focusing on some headline issues and offering TSSA guidance.

### **TSSA Guidance on risk assessments and health monitoring**

The first recommendation from the Summary Report and Paragraph 5.7 from the TSSA Report both highlight the "need for the adoption of robust fatigue risk management systems (FRMS) for all those doing night work, including fatigue risk assessments, non-punitive fatigue reporting systems, confidential staff fatigue surveys and physical and mental health support at the workplace during working hours."<sup>10</sup>

For reps and members, the first thing to establish is whether their employer already has any of these elements in place.

Reps and members may be aware of these systems because they are already in operation with people responsible for new technology to create rosters, monitor fatigue, etc. Reps may also know when consultation took place and even have an arrangement already to be part of a review group on fatigue risk assessments and staff surveys.

If that isn't the case, reps are encouraged to ask their manager if there is a fatigue risk management policy in place, how it works and when it was properly consulted upon with the union reps.

If there isn't a policy, reps can request that one is adopted, citing (in no particular order):

- issues of fatigue experienced by members on night work
- the legal situation described in this brief
- the findings of the Nightwork Report
- guidance from the ORR.

Reps may also consider linking this request with re-considering rosters to embrace other recommendations (see below).

### **TSSA Guidance on Rosters, Recovery Time and Breaks**

Each of these items are covered in Paragraph 5.1, page 43, of the TSSA Report and they are also incorporated into the Summary Report's Recommendations:

- 4, More time for recovery

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<sup>10</sup> Recommendation 1 from the Summary Report.

- 5, More say for workers.
- 8, Time off and rest breaks

Railway collective bargaining agreements usually classify items into those that are for consultation and others that are regarded as negotiable.

Consultation: For rosters, the general rule is that the hours that need to be covered and how many staff should be on duty is a consultative item. Consultation means that the employer essentially informs the staff of what they require and should then consider views and concerns raised by the staff reps but can ultimately decide to implement their proposal. Clearly, it is more constructive if the manager listens to the views of workers, especially where a proposal is unpopular, as this may cause industrial problems and even lead to a dispute situation.

Negotiation: However, the actual hours staff work is a negotiable item. This is because negotiable items relate to the employees' contracts of employment and, as such, require an agreement. From a rostering perspective this means that the staff reps agree with the employer the turns of duty within the hours of coverage. That in turn will be dictated by factors such as conditions of service, employment contracts, agreements about rest periods, meal breaks, etc, as well as any legal requirements such as the Working Time Regulations.

For many years in the railway industry, once the manager had consulted on the hours that needed to be covered, staff reps were requested to propose a suitable roster and following an agreement with the manager, it would then be implemented. This situation does not always seem to prevail today.

Reps are recommended to check the terms of the collective bargaining agreement that applies to the group of staff they represent. If they are unsure, please contact your TSSA organiser who should be able to help.

Reps with members who work nights are recommended to seek a review of their rosters in line with the findings and recommendations of the Nightwork Report which draws attention to:

- the need to **review rosters** locally and recommends moving away from long runs of seven nights, replacing them with shorter runs (the HSE recommends 2-3 days<sup>11</sup>).
- highlights the **recovery** from fatigue issue caused by staff finishing a run of nights one morning and then being required to be back on duty the following morning to start early shift. The experience of those staff participating in the Nightwork Report clearly shows this is insufficient rest and for that reason TSSA is seeking longer rest periods, noting that the HSE recommends "2 nights full sleep when switching from day to night shifts and vice versa"<sup>12</sup> as a minimum. This puts railway arrangements in contravention with HSE

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<sup>11</sup> See: <https://www.hse.gov.uk/humanfactors/topics/good-practice-guidelines.htm>

<sup>12</sup> See link to HSE guidance in previous note.

guidance.

Following the Report's recommendations, TSSA would recommend longer recovery time between shift changes, linking it to the run of nights because the effects of sleep deprivation and circadian rhythm misalignment are cumulative.

- The need to ensure **breaks** are taken, especially in longer night shifts. Paragraph 5.3 in the TSSA Report draws attention to how fatigue is increased because of the inability to take breaks, and which are particularly important for people in safety critical roles – as so many TSSA members are – because they reduce the chance of accidents.

The Report draws attention to the effects of **vacancies** amongst staff on night turns which puts those on duty under extra pressure meaning that they are often unable to take shift breaks because of workload volume. In an earlier part of this document, we explained the problems associated with psychosocial risks and night working which are very relevant to the need for breaks. This means reps should be demanding all posts are filled because of the effects on their colleagues and how it could lead to accidents.

- Levels of **overtime** working can be high on the railways and often this is because of carrying vacancies. Where it affects those working nights, it increases worker fatigue and has the potential for adverse effects on workers' health and the social support from families and relationships.<sup>13</sup>
- Many rosters have **12 hour shifts** which are discussed in the TSSA Report at Paragraph 5.4, highlighting HSE and ORR guidance. Reps are recommended to consider this paragraph as part of their preparation for seeking a review of rosters and be additionally mindful of the impacts of staff having to travel home after work.

**Existing agreements?** Finally, in preparing for a review of rosters, reps are advised to consider whether there are any companywide agreements on rostering principles that may assist the review, or which may explain why things like rest periods are limited in the way they are. Where there are national/company level agreements that limit parts of the roster review, reps should refer the matter to their TSSA National or Company Council Representative or their Organisers to take up with management.

### **What will TSSA be doing about the Nightwork Report?**

TSSA will be taking various actions from the Report including:

- Carry out the psychosocial survey recommended in Paragraph 5.8 along with the other items listed there. This will lead to TSSA raising survey outcomes with the relevant companies, along with concerns about older workers, social impacts of night working, lone working and the principles of recovery time and

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<sup>13</sup> Paragraph 5.4 of the TSSA Report draws attention to this issue.

extra leave for night workers. Much of this will be done after discussion with TSSA reps with members performing night work.

- Address the issue of training for health and safety reps about fatigue, including navigation of fatigue assessment processes and the interventions required to manage psychosocial risks.<sup>14</sup>
- Take up higher pay for night work after establishing levels of enhancements or additional lump payments in each railway firm.
- Raise again with the ORR the need for stronger regulation around fatigue and the issues detailed in Recommendation 3 of the Summary Report.

### **A guide on the legal position**

In the first instance, TSSA reps and members should know where they stand on employers' legal obligations towards them. The information that follows is based on information published by the sources that appear in the footnotes.

There are six pieces of relevant legislation:

- The Health and Safety at Work Act 1974  
Under the Health and Safety at Work Act (HSWA) 1974, all employers have a general duty to protect the health, safety and welfare at work of their employees.

The Act confers a number of duties (legal obligations) on employers which the ORR<sup>15</sup> has summarised into the following:

- Provide safe systems of work that are without risks to health (e.g. appropriate work patterns/rosters) and to keep those systems under review.
- Provide information, instruction and training on fatigue and supervision to ensure the health and safety of their employees.
- Develop, carry out and revise (as often as appropriate) a Fatigue Risk Management Policy, either as a standalone document or integrated within a wider Health and Safety Policy.
- Bring the Fatigue Risk Management Policy (and any consequent revisions) to the attention of all employees.
- Consult with staff on the development and maintenance of safe working patterns or rosters to facilitate effective co-operation.
- Check the effectiveness of such measures.

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<sup>14</sup> Recommendation 1 from Summary Report

<sup>15</sup> See: Managing Rail Staff Fatigue at: <https://www.orr.gov.uk/managing-rail-staff-fatigue> The whole guide can be downloaded from the website.

- The Safety Representative and Safety Committee Regulations 1977  
Regulation 4A of SRSC Regulations and associated Guidance (known as the Brown Book<sup>16</sup>) give a lot of additional detail about the HSWA. In particular it makes it a requirement that union appointed safety reps must be consulted “in good time” before a new or revised measure or information (eg, a risk assessment) is introduced. In good time is defined by the HSE as meaning the employer must “allow enough time for your employees to consider the matters being raised and provide them with informed responses.”<sup>17</sup>
- The Health and Safety (Consultation with Employees) Regulations 1996  
Where a group of staff are not part of a collective bargaining unit, there is still an obligation on an employer to consult with the staff concerned. This can be via a person elected as a representative (Regulation 4).

Regulation 3 requires consultation in “good time”.

- The Management of Health & Safety at Work Regulations 1999  
Section 3 requires employers to carry out an “assessment of the risks to the health and safety of their employees to which they are exposed whilst they are at work”.

Section 10(1) also requires employers to provide employees with “comprehensive and relevant information on the risks to their health and safety identified by the assessment and the preventive and protective measures.”

- The Railways & Other Guided Transport Systems (Safety) Regulations 2006  
This legislation, known as ROGS, sets the railway safety regulatory regime, including placing duties on controllers of safety critical work around the management of competence and fitness (Regulation 24) and for the management of fatigue (Regulation 25).<sup>18</sup>

The ORR summarises<sup>19</sup> these arrangements as requiring controllers of safety critical work:

- To “have in place arrangements to ensure that a safety critical worker under their management, supervision or control does not carry out safety critical work in circumstances where they are ‘so fatigued’ or where they would ‘become so fatigued’ that their health or safety or the safety of other persons could be significantly affected.”

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<sup>16</sup> Available at: <https://www.tuc.org.uk/sites/default/files/BrownBook2015.pdf>

<sup>17</sup> See Page 3, <https://www.hse.gov.uk/pubns/indg232.pdf> See also Paragraph 41, See also Page 17, Brown Book.

<sup>18</sup> See ORR’s Managing Rail Staff Fatigue at: <https://www.orr.gov.uk/managing-rail-staff-fatigue>

<sup>19</sup> See Paragraph 2.14 of ORR’s Managing Rail Staff Fatigue document

This requires the duty holder to understand what is 'so fatigued' but it does not define that condition other than to say that the Managing Rail Staff Fatigue document provides an approach to help to understand that state.

- To review their arrangements for complying with regulation 25 where there is reason to doubt the effectiveness of those arrangements, e.g. if staff surveys indicate high levels of fatigue or if an incident occurs where fatigue is identified as an underlying cause.
- **The Working Time Regulations 1998**  
In general, these Regulations specify:
  - Weekly hours not to exceed an average of 48 (including overtime) in a seven day period
  - Night work in a reference period (eg, averaged over 17 weeks) set at 8 hours in 24 hours
  - a minimum of 11 hours rest for each worker in a 24 hour period
  - 24 hour rest in each 7 day period
  - A minimum of a 20 minute break after six hours working

### **Further Reading and Acknowledgements**

In putting this briefing together we have relied heavily on the official sources of guidance published by the HSE and the ORR, links to which appear in the footnotes.

### **Reps Action**

Whilst acknowledging that guidance, we want to see a real improvement in the working conditions for our members who work nights which is why we sponsored the academic research and why we have produced this document.

It is also why we are hoping that the research and this guidance document will enable reps to take up the issue of nights, perhaps as part of a campaign in their company or at least amongst the staff that they work with.

Finally, we strongly encourage reps to read through this material and spend some time, perhaps with other reps, digesting it, discussing their approach, making it known to members and colleagues before taking action.