

weSleep - Organisational Services

weSleep is Sleep Unlimited's organisational services division, working within businesses, health & social care and third sector organisations. We provide training, sleep assessment & treatment for employees and consultation services.

The Problem

We all know how it feels to come to work after a night or two of poor sleep. We can feel tired, anxious, we may be less patient and more irritable or begin to feel depressed. For many of us normality returns after a good night's sleep and we feel 'back to our old selves'. However, for an increasing number of people, sleep problems and insomnia have become a chronic issue and as most of us spend a great deal of our time at work, the consequences for employees, employers and society in general, are substantial.



Employees who regularly experience poor sleep can suffer a range of negative consequences including:

- Poor attention and concentration
- Slower reaction time
- Fluctuations in mood
- Poor decision-making
- Memory difficulties
- Problems with relationships
- Compromised physical and psychological wellbeing

The personal, social and financial consequences of insomnia and sleep problems are serious. From mild discomfort, to billions of lost working hours (and so money), and huge industrial accidents with major consequences to people, economies and the environment. The smaller, subtler impact of mild to moderate tiredness and fatigue on the population is much more difficult to measure, but estimates are massive. In the US, where there have been detailed investigations conducted into the cost of insomnia on society, studies indicate direct cost-estimates of \$14 billion annually, rising to \$100 billion for indirect costs (including work-related accidents and lost productivity). These were estimates from early in this second millennium (Sivertsen & Nordhus, 2007).

A common influence on poor sleep, but experienced by many people, is the impact of shift-work. Shift-working is implicated in the reduced quality of life and the increased morbidity and mortality of this group. Many organisations are behind the curve in respect to their shift-working employees and in understanding the impact of poor sleep generally. However there are ways to tackle insomnia and sleep problems, and organisations can help to promote a happier, healthier workforce who make better decisions, communicate more effectively, build, and lead stronger and more resilient teams.



Training Programmes for Business

Sleep Unlimited provide training and workshops for organisations who wish to promote good health and wellbeing amongst their workforce. This specialist training includes:

- **Employee Sleep Workshops:** This 1 day programme follows our learnSleep Foundation programme, providing delegates with all the support they need to understand and improve their sleep. Delegates are encouraged to participate in a number of group exercises and are provided with a sleep workbook to help them to generalise their learning and carry forward the skills they have learned into their own lives.
- **Occupational Health Sleep Training:** We provide a modified version of our Foundation and Advanced Training, centred on the needs of Occupational Health. In addition to the standard topics covered, the Advanced Training will focus upon a stepped-care CBTi approach, the R.E.S.T. programme, with specific attention on employees who present with more complex conditions. This is an interactive session where delegates can bring their own cases for consideration within the treatment model.
- **Dedicated Training for Health and Social Care organisations:** Another variation of our Foundation and Advanced Training is available for providers of Health and Social care. In addition to the topics detailed above and in our learnSleep training section, this course provides specific guidance and advice for providers who aim to improve the health, wellbeing and quality of life of their Service Users. This includes methods of adapting current work practices to promote good sleep and can be adapted to a range of client groups including those with complex physical disabilities, acquired brain injury, spinal injury, learning disability, autism and people with dementia.



Online Sleep Assessments for Employees

Sleep Unlimited provide sleep assessment and treatment services for employees who experience sleep problems and insomnia. Organisations can obtain their chosen number of assessments to be used over a 12 month period. Additional assessments can be provided on an ad hoc basis. The assessment process is as follows:

- An employee is referred to us by their Occupational Health Department, Line Manager or HR Department.
- The employee is provided with a code to access our website where they are asked to complete a comprehensive online assessment.
- During the assessment we will gather all the necessary information about the employee's sleep, daily/weekly routine, any medication taken and the impact their sleep issues have their life and activities. The assessment takes around 35 minutes to complete and any information provided is treated in the strictest confidence.
- Once the online assessment has been completed a member of our clinical team will analyse the findings from their assessment to pinpoint the problem areas. We will then provide the employee with an iSleep workbook, which will include a short report detailing our findings, relevant advice and information and a tailored sleep prescription. The report will also contain any recommendations we have which may include: Guidance on seeking medical advice (in the event that an underlying health condition is suspected) and sources of further information.
- Follow up is completed by a member of our clinical team 2-3 weeks following the provision of the iSleep workbook and feedback is obtained from the employee regarding their progress.
- The referring employer is then provided with a report detailing the client's self-reported outcomes. In the event that any further treatment is recommended we will outline this in a letter to the employee



Oximetry

Oximetry is used in clinical settings to assess a client for sleep disordered breathing. A finger sensor connects with a wrist-worn device which records blood oxygen levels and pulse rates. Usually oximeters are worn at home, for one night. Our respiratory medicine team conduct oximetry assessments for people who have suspected sleep apnoea.

[More information on Oximetry.](#)