

# Surviving and thriving on shifts

With Humble health and performance



## Supporting night shift workers is essential

Shift work is a core part of medical practice, yet its challenges are often underestimated. Working at times when our bodies would normally sleep disrupts circadian rhythms, impacts physical and mental health ([BMJ](#)), threatens performance and patient safety ([BCMJ](#)).

Beyond the clinical setting, shift work can erode social wellbeing, morale, and retention. Supporting doctors to adapt effectively is essential for sustainable, safe medical practice.

## It is a legal requirement but training has been often overlooked

The government, through the [Health and Safety Executive \(HSE\)](#), mandates that employers support night shift workers before a night worker begins their role and then at least annually thereafter. This is a requirement under the Working Time Regulations 1998.

## Good news, Humble can help

Simple, effective and empowering, [Humble](#) is an organisation specialised in health and performance optimisation. Led by doctors with years of experience in health education, we help you bring out your best.



## Surviving and Thriving on Shifts

This is an evidence-informed, interactive, practical workshop, available online and in person, designed to empower people with the skills to maintain their health, optimise patient care, and sustain a balanced life on shift work.

***"Great session, I learned loads, now I feel ready for shift work"***  
***JM final year medical student.***



# Surviving and thriving on shifts workshop details

## Objectives

Improve understanding of our chronobiology and its practical applications.  
Prepare doctors to manage the challenges of shift work with confidence and skill.  
Promote health and wellbeing, reducing risk of burnout and error.  
Enhance patient safety by supporting sustained performance.  
Foster a supportive peer culture around managing shift work.

## Format

The programme will be delivered online or in person over two 90-minute interactive sessions as a half day or over a couple of weeks to consolidate learning.

### Session One

Explore patterns, challenges, and opportunities in shift work.  
Introduce the science of shifting your body clock and adaptation strategies.  
Teach practical skills to maintain health and performance safely on shifts  
Develop a personal shift-work plan tailored to their placements.

### Session Two

Facilitate shared reflection on real-world experiences.  
Identify successes, challenges, and areas for improvement.  
Support peer collaboration to refine personal plans.  
Signpost further resources and strategies for ongoing development.

## Learning Outcomes

Accept – shifts are a challenging aspect of work that can be managed proactively.  
Anticipate – the challenges in and prepare a personal shift-work plan.  
Act – Practise key skills and develop supportive networks for healthier shift working.  
Adapt – Build confidence to support wellbeing and deliver safe, effective care.

## How we do it

The workshop combines research on chronobiology and health and performance management, with practical insights from experienced facilitators, spaces for personal reflection and peer support between participants.



*Photo of the facilitators at the Bristol Medical School Flourishing Foundation Doctors Day.*

## See results

After our workshops participants develop a better appreciation of the importance of their wellbeing, improved confidence in self care skills, as well as greater happiness in their work.

How important is your wellbeing to your career?

4.6

How confident do you feel about your ability to nurture your wellbeing at work?

4.0

How happy do you feel about your transition to being a foundation doctor?

4.1

Very little

Very high

## Do get in touch

We would be delighted to support your doctors and medical students to survive and thrive on shifts. To find out more email [team@humble.info](mailto:team@humble.info)