



Work/Life Balance

Welcome to this week's discussion

The focus this week is to consider the amount of time you spend working and the effect on your home life

Why should we consider the hours we work?

A lack of work-life balance can take its toll in many ways; physically, emotionally and financially. Not only could it cause a break down in family relationships, it could also impede your work performance.

What is recommended?

The office of Rail Regulator recommends 8 hrs of sleep and an hour either side for preparing for sleep and waking up and preparing for the day. This does not take into account quality time spent with the family and rest inducing activities.

This time for rest is a very important aspect of managing your stress and fatigue levels. It is imperative that time is set aside, but far too often, our time at work impedes or wipes out fully the possibility of rest time.

Don't ignore the signs.

Tiredness, irritability, fractious home relationships, increased illnesses, stress, increasing list of jobs to do around the house, reduced job satisfaction, missing your children's achievements are all signs of work/life balance not being quite right.

The Benefits

- Your health and wellbeing will improve from additional rest
- You will be more productive because you don't do your best work when exhausted
- You'll be more likely to enjoy your work
- You'll have more 'you time'
- You'll stop missing out on everything other than work
- You can start or have more time for that hobby you have always wanted to do
- Home relationships will be strengthened

What should I be doing now?

Discuss with your family what their needs are: Are they happy with you at work all the time, are there things they would love to do as a family, are there particular jobs that need doing around the house?

Ask yourself **"Do I need to do these additional hours or can I reprioritise aspects of my work?"**

Ask Yourself **"Have I gotten to the point where my commitments mean I cannot live without my overtime? Is this healthy for me?"**

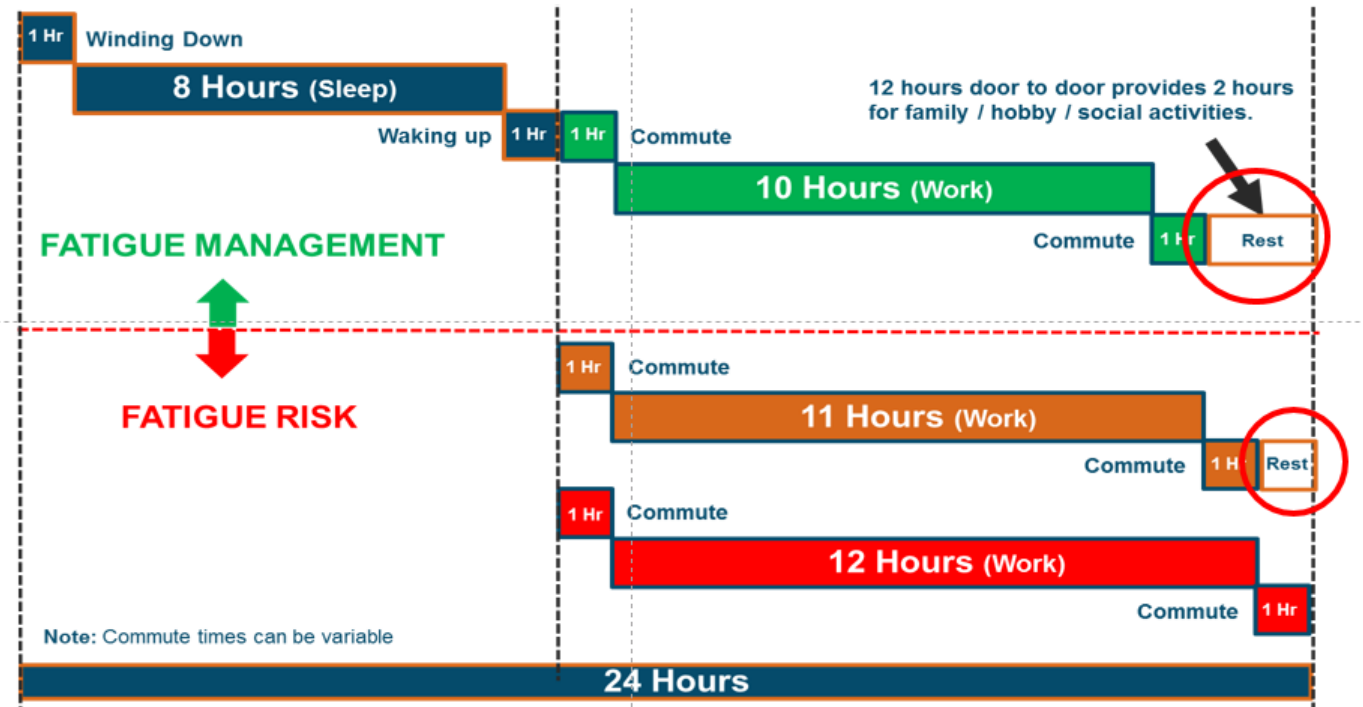
Ask yourself **"Is there a hobby I would like to take up but do not have the time to do?"**



Work/Life Balance

If we take the ORRs recommendations of 10 hours for sleep and associated prep and wake up as sacred, then:

- Working 12 hours a day and an average 1hr commute provide no time for rest.
- Working 11 hours a day provides only 5 hours rest in a working week,
- Working 10 hrs a day provides only 10hrs rest in a working week.



Discuss in your teams:

- What kind of response would you get from your family if you asked them if they're happy with the time you spend at work?
- How you currently rest and what time over the course of a week are you able to spend on yourself or with your family?
- Have you experienced any dis-benefits from working long hours? What have you done to improve your work life balance?
- Are you in the 'Green' or the 'Red' when it comes to managing your fatigue? What actions will you take away from this?