



# Shiftwork and Rostering Survey

Which is best - 8 hour shifts or 12 hour shifts?

## 2016 Roster survey

### About this survey

We are gathering data about shiftwork practices in New Zealand. We are doing this to help our clients make informed decisions about rostering preferences and work towards best practice. We believe this will help shiftworkers and managers make informed decisions when developing rosters.

This survey was to find out if shiftworkers preferred 8 hour shifts or 12 hour shifts and what they thought were the key features of a good roster.

### Responses

11% said they did not like their present roster

5% said it is as good as it can be

60% said they preferred 12 hour shifts



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### **Positives of working 8 hour shifts:**

1. Just enough work hours.
2. You can still have quality time with family after work.
3. I can focus for more than half of my shift.
4. There is time after/before the shift to spend with family. Exercise for an hour or two. Easy on metabolism as well.
5. A more rounded day in step with most of the workforce.
6. Less fatigue and more time leftover on 'working' days for myself after my shift.
7. Time after shift you feel you actually own part of a day to yourself – it is not all work.
8. There is time to do things with family – study etc.

### **Negatives of working eight hour shifts:**

1. More transportation expense compared to 12 hour work shift since you go to work five times a week.
2. No negatives unless you work the midnight to 8am shift – that ruins your day.
3. Working a six day week vs a four day week.
4. Only two rostered days off per calendar week.
5. Less days off to recover compared to 12hr shifts.
6. having to work five days in a week to make up 40 hrs.
7. I worked an eight hour 35 hour a week roster prior to the adoption of the 12 hour roster about 20 years ago, I would never vote to go back to an 8 hour roster of the operators remaining that were here before we went onto a 12 hour roster I doubt that there is one that would vote to return to an 8 hour roster.



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### Positives about 12 hours shifts

1. Depends on the roster pattern, you may have longer breaks between blocks.
2. Earning overtime is better due to longer cover period.
3. Depending on the hours you generally travel against the traffic and at times there isn't much traffic.
4. Normally can allow for other activities on roster day off.
5. Travelling to/from work is not normally in peak traffic and public transport is normally available.
6. You get more days off to recover, get physically active and spend time with our loved ones.
7. We do a two day two night rotation with a four day break. This means two days, 24 hour break then two nights. The sleep pattern is not too disturbed and it's great to have for days off each week. The 48 hour week is relatively short due to knocking out the hours over four days.
8. I hated afternoon shift. Shorter working week.
9. Short weeks and long 'weekends.'
10. Fatigue is minimized because the operators nap.

### Negatives of Working 12 hour shifts

1. Challenging, more stress, more backlogs with personal work.
2. Adverse impact on long term memory.
3. Little time left in the day.
4. Working weekends, public holidays and nights.
5. Tiring and hard to sleep in the day time especially in summer heat.
6. Difficult to find time to study – if you are upskilling.
7. On a 4 on 4 off pattern you will work all or part of a weekend for 4 weekends in a row.
8. Stress of long hours on phones.
9. The shift can drag on if not productive and therefore become very tiring.
10. Need a strong mental mind to remain focused on adjusting body clock and eating habits. If done incorrectly can lead to medical issues.
11. 12 hour shifts – can wear you down if you are not sleeping required hours and or not eating right. Energy levels at times can hit rock bottom on days off.
12. Extra fatigue and even more risk of accident driving home
13. Those 4-5 days on 12hrs shifts actually take its toll on our metabolism and sleep as I hardly get five to six hours of sleep and no time for exercise at all.
14. No family time as well on working days.



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### Fatigue Related Accidents and Incidents

1. Unable to drive back home after 12 hours night shift, no judgement of time frame while driving back home.
2. After night shift we reach home we do not realize we have finished our journey
3. Many times I have left key in cars and directly hit bed without even locking doors shutting off lights.
4. Things don't get done for example reports not filled in, emails not noticed or replied to.
5. I have felt I nearly had a car accident.
6. Rude to customers.
7. Errors inputting data.
8. Putting in wrong times on runs.
9. Having a sleep in break and being late coming back to work
10. Ran off the road.
11. Driving on rumble lines.
12. Ran a red light.
13. Forgetting things.
14. Knocked into the letterbox by my drive way.
15. Didn't notice an important email.
16. Missed giving a medication.
17. Cut my hand.
18. Didn't notice a small step and twisted ankle.
19. Didn't notice a production line jam.
20. Grumpy with colleagues and family.

To arrange an appointment or discuss your shiftwork and rostering issues send us a message [here](#).

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