In 2016, Desjardins commissioned a study to find out how prevalent sleep disorders are in the workforce and the impact they have on employees and employers. The results were striking. Over 40% of adults suffer from sleep issues, and that has a huge impact on employees’ health and workplace productivity (you can download a summary of the 2016 study results from this site).

The results were so striking that Desjardins decided to conduct a pilot project with its employees. To do this, it partnered with HALEO Preventive Health Solutions, a Canadian healthcare company, and the Sleep Health Institute at Brigham and Women’s Hospital, a Harvard Medical School teaching hospital. For six months, 1,800 Desjardins employees participated in the sleep disorder screening and treatment program. This is a synopsis of the pilot project results.
EMPLOYEE PARTICIPATION

35% of the 1,800 employees who received the questionnaire participated in the program.

That’s an excellent result for this type of survey.

EMPLOYEE SLEEP HABITS

Most employees regularly use electronic devices in their bedrooms less than an hour before going to sleep, which disrupts the sleep-wake cycle.

6.8 HOURS

Employees screened sleep an average of 6.8 hours a night; 1.1 hours less than they need.

40%

give their sleep a rating of 5 or less out of 10.

PREVALENCE OF SLEEP DISORDERS

58% screened were at risk for at least one sleep disorder.

OVER 80%

of employees found to be at risk for sleep disorders agreed to be contacted by HALEO.

This demonstrates that employees are ready and willing to participate in this type of program.

RESULTS were similar for both men and women, regardless of age, type of employment or salary level.

RETURN ON INVESTMENT (ROI)

The reduction in absenteeism and presenteeism costs for employees treated by HALEO is 10 times the cost of screening and treatment (estimated calculation based on three-year period).

10X

RESPONSE TO TREATMENT

89% of employees with insomnia who completed the treatment improved the quality of their sleep

54% are considered to be in complete remission.

Nearly 50% of employees concerned noticed a reduction in their psychological distress.

IMPACT OF SLEEP DISORDERS

At-risk employees are nearly 4 times more likely to suffer from moderate to severe symptoms of anxiety or depression than those not at risk.

Absenteism and presenteeism costs are 34% higher for people with insomnia compared to good sleepers.

A majority of the employees who participated in the program – whether they were found to be at risk or not – noticed an improvement in their sleep, work and life.

“This program led to improvements in my”

SLEEP 71.3%
WORK 67.5%
LIFE 69.5%

This indicates that participating in this type of program can benefit ALL employees, not just those suffering from sleep disorders.

“We were really impressed by the number of employees who participated in the pilot project, and by their enthusiasm. It shows there’s a real need for this type of solution.”

Marc-André Malboeuf
Vice-President, Human Resources
Desjardins

“This type of sleep program should be an integral part of an organization’s overall health and wellness strategy to improve employees’ sense of well-being and their day-to-day life both at work and at home.”

Pilot project conducted by

In collaboration with the Sleep Health Institute