

# PILOT PROJECT RESULTS: MAKING THE CASE FOR SLEEP HEALTH PROGRAMS

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.

Pilot project conducted by



In collaboration with the  
*Sleep Health Institute*



**Desjardins**  
Insurance

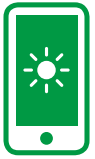
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## EMPLOYEE PARTICIPATION

**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.



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

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**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)

**10X**

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).



## 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.



Absenteeism 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.”

“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.”

**Marc-André Malboeuf**

Vice-President, Human Resources  
Desjardins



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