

***NIGHT CLUB  
EMPLOYER  
GUIDE #2***

***FOOD &  
NUTRITION***



Encouraging and supporting your night workers to make smart, nutritious food and drink choices is key to creating a healthy and productive workforce.

**Here is our 5 Step Plan to improving the eating habits of your staff.**

## STEP 1:

### TAKE STOCK

Evaluate your current offering by answering these questions:

- What's in your vending machines and/or being served on-site?
- Do you have a decaf tea/coffee option?
- Is the only food available high in sugar, salt and fat?
- Is there a different provision for the day team and night team i.e. freshly prepared or hot food?
- What's available locally or through delivery services?
- Is there equipment for staff to store and heat food?

## STEP 2:

### TALK TO STAFF

Identify the barriers to healthy eating your night workers experience so you can implement solutions that really work for them.

The most common barriers to healthy eating that we hear about are:

*Cost*

*What's readily available*

*Lack of time to buy/prepare food*

*Lack of knowledge about what to eat and when*

*Lack of break spaces*

## STEP 3:

### QUICK WINS AND LONG-TERM GOALS

Differentiate between the changes that can be made quickly and those that will need time, resources and senior sponsorship.

Some quick wins might be providing a decaf drink option and offering a fruit bowl free of charge. Long-term goals might be updating kitchen facilities, providing more healthy options in the canteen and vending machines (balanced meals with lean protein, whole grains and vegetables) or partnering with local restaurants to provide discounts on healthier items.

## STEP 5:

### GATHER EMPLOYEE FEEDBACK

Remember to ask for feedback on anything you introduce to check the changes are making a positive impact... and tweak accordingly.

You can use novel ways of engaging with staff, both to give them information and to gather feedback from them in a relaxed, informal way. Could you arrange a 'Midnight Feast' or a smoothie tasting event?

Get in touch at [info@night-club.org](mailto:info@night-club.org) for more ideas and advice.

## STEP 4:

### EDUCATE ON HEALTHY EATING

There's no point in providing healthy options if people do not choose them.

To see real change, provide your staff with training about the benefits of eating well, so they can take ownership of their own wellbeing. A key focus of our Night Club sessions is nutrition as a means to improving sleep and general health, offered in a unique and engaging format. Plus, our 'Eat & Move' module included in our Sleep Champions programme gives a deep-dive into healthy eating on shift, and offers activity ideas to try.

Find out more at [night-club.org](http://night-club.org)

# RESOURCES TO SHARE WITH YOUR TEAMS

We have created a digital resource that you can share directly with your teams, including suggestions of five food swaps and a delicious yet healthy snack recipe.

You can download graphic files for the assets [HERE](#).

## 5 FOOD SWAPS TO IMPROVE HEALTH AND ENERGY

**PROCESSED FOODS → WHOLE GRAINS**  
Eat less sugar and salt by avoiding ready meals and processed snacks, and instead eat whole foods such as grains, pulses and vegetables. Taking healthy pre-prepared food into work, such as a sandwich made with whole grain bread or a portion of leftovers, will fill you up and stop you reaching for processed snacks and sweet treats.



**CAFFEINE → DECAF DRINKS**  
Caffeine can give you an energy boost at the start of your shift, but it may affect your sleep, so it is best to avoid it in the second half of your shift. Remember that some energy and fizzy drinks contain caffeine – it's not just coffee and tea. Stick to water and herbal teas through that second half.



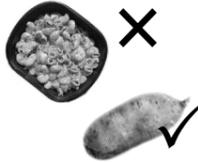
**SUGARY MID-SHIFT TREAT → HEALTHIER SNACK**  
Fight that mid-shift energy slump by swapping biscuits and cakes for a filling, healthier snack - [try our recipe for Tea-Time Caribbean Drops on the next page!](#)



**BIG BEDTIME MEALS → LIGHT SNACK**  
You might find it hard to sleep if your body is too busy trying to digest a big meal, so make your final meal before bed more of a snack. Certain foods actually make you feel sleepy, so one bedtime snack idea is a small portion of whole grain cereal with milk and a banana.



**WHITE CARBS → COMPLEX CARBS**  
Instead of white rice, white pasta and potatoes, eat more sweet potatoes, brown rice and whole grains – they release energy slowly so you can avoid those energy slumps during your shift.



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**NIGHT CLUB**

## TEA-TIME CARIBBEAN DROPS

A healthy option for those with a sweet tooth! Enjoy these coconut and ginger bites with a cup of tea on a well-deserved break. Coconut drops are a traditional Trinidadian sweet snack - these include the addition of plantain, which can also be swapped out for banana.

**INGREDIENTS:**  
(makes 18 small or 12 large)  
200g vegetable oil  
3 tbsp honey  
1 large egg  
2 overripe plantain or 3 overripe bananas, mashed (black-skinned)  
100g self-raising flour  
1/2 tsp salt  
1 tbsp ground cinnamon  
200g jumbo whole oats  
100g glacé ginger or stem ginger  
100g desiccated coconut

**METHOD:**

- Preheat the oven to 190°C. Line two baking sheets with baking parchment.
- In a bowl combine the oil, egg, mashed plantain/banana, honey and glacé ginger and mix thoroughly, then add the oats and set aside for 10 minutes.
- Meanwhile in another bowl, sift together the flour and salt and then stir in the desiccated coconut.
- Add the dry flour mixture to the wet oat mixture and combine well. Then, either using an ice cream scoop or 2 tablespoons, place drops of the mixture onto the prepared baking sheets. Leave a bit of room between each drop as they will expand when cooking.
- Bake for 10 to 12 minutes, then once out of the oven leave to cool for 5 minutes before transferring to a wire rack to cool completely. Store in an airtight container for up to 3 days, or they can be frozen for up to 3 months.



Night Club is a unique initiative that brings sleep researchers together with shift workers and employers to create a better and healthier experience of working at night. We aim to empower individuals and organisations with the knowledge and tools to effect change, and to create national policy change.

Find out more about our solution, our impact and what this could mean for your organisation:

[info@night-club.org](mailto:info@night-club.org)  
[night-club.org](http://night-club.org)



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