



**Healthy Workplaces:**

**The model developed in NI**

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# Healthy Workplaces: The Model developed in NI

- **Why develop health workplaces?**
- **Background to Work Well**
- **Model developed in NI**
- **Evaluation findings**
- **Future**

# Healthy Workplaces: The Model developed in NI

- **Discussion**
- **Healthier eating**
- **Physical activity**
- **Breastfeeding**
- **Further sources of information**

# Why develop healthy workplaces?

- **365,000 working days lost per year as a result of work-related ill health which is the equivalent of 1,000 workers being absent from work each and every day of the year.**

**(NI Labour Force Survey 1999)**

- **The majority caused by MSD's or stress**

## Why develop healthy workplaces?

- **Obesity is estimated to result in 260,000 working days lost each year. (NAO 2001)**
- **It is estimated that Type 2 diabetes cost industry around £564 million**  
(Gray & Fenn 1996)
- **Shift workers are more likely to suffer stomach and digestive problems (BMJ 1994)**

# Why develop healthy workplaces?

- **Reduction in illness-related absenteeism and fewer working days lost**
- **Increased motivation among staff and improved working atmosphere**
- **Better communications**
- **Increased quality of products and services and productivity**
- **More innovation and creativity**
- **Improved corporate image**

ENWHP

# Background to Work Well

- Develop and test an approach to healthy workplaces
- Small businesses (10-50 employees)
- October 2003 – October 2006
- Funded by
  - HSENI *Working for Health strategy*  
*“A work culture that protects, promotes and supports health and wellbeing”*
  - DHSSPS *Investing in Health strategy*
- Northern and Eastern health board areas
- Variety of sectors

# The Work Well 'process'



# Support

- **Quarterly business network meetings**
- **Bi monthly e bulletins**
- **Training**
- **Signposting and advice**
- **Site visits**

# Healthy Workplaces: The model developed in NI

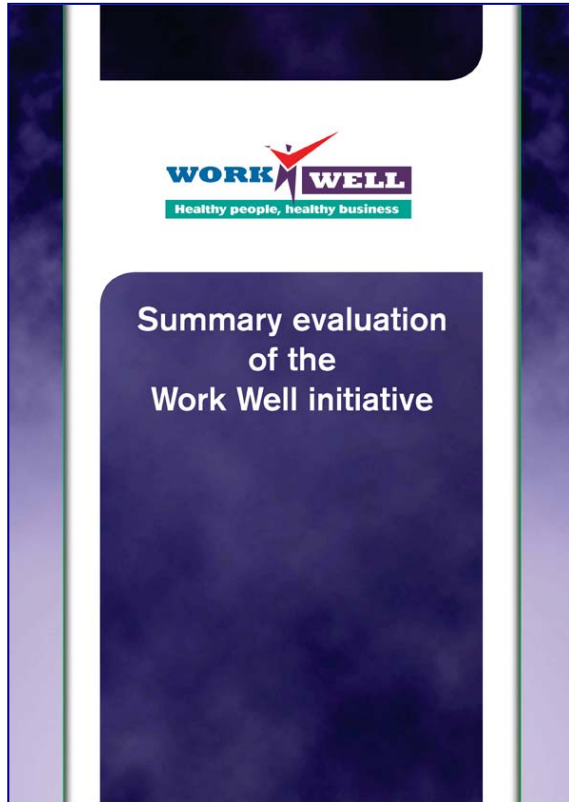
Improvements to the  
working environment

Providing opportunities  
and activities to promote  
health and wellbeing



Developing management practices  
and policies which support health

## Evaluation findings



- Of 20 businesses 2 dropped out
- 18 completed most of their actions
- 3 staged approach

# Evaluation findings

## Employer

11/18 interviews

- all rated it as either excellent or good
- all would recommend the initiative

Developed a variety of health and HR policies –

physical activity

smoking

stress

carers leave

healthier eating

breastfeeding

flexible working

training development

# Evaluation findings

## Employers

### Benefits

- Improved motivation
- Increased awareness of health issues
- Improved working environment
- New awareness about workplace health

## Evaluation findings

*“definitely worth getting involved”*

*“the project forced us to sit down and examine our practices”*

*“we have a more co-operative and motivated staff and they realise that their employer has taken an interest in their well-being”*

*“increased awareness of the health bit of health and safety”*

# Evaluation findings

## Employees

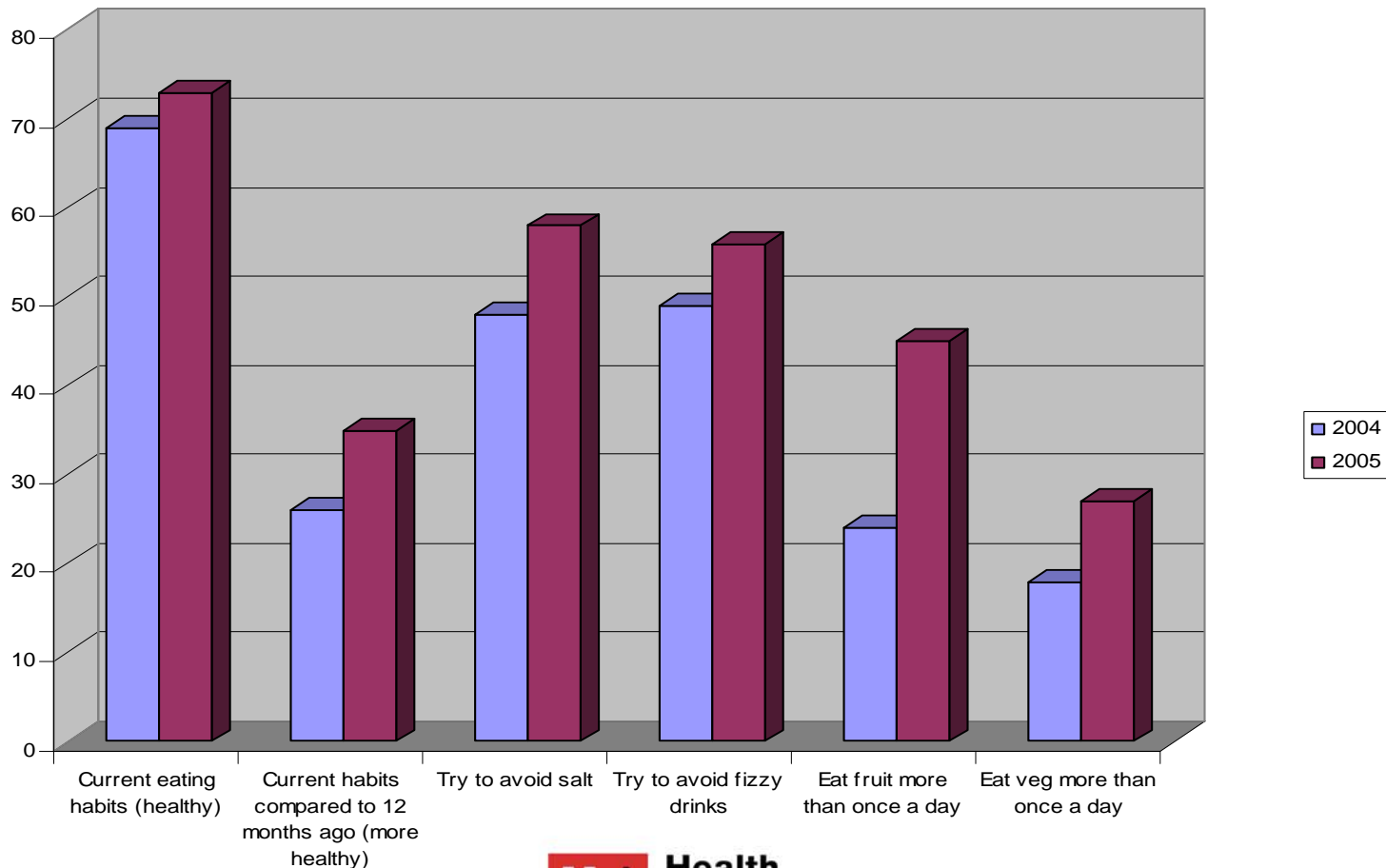
Direct impact on knowledge (n=128)

- Healthier eating 71%
- Physical activity 65%
- Smoking 44%
- Alcohol and drugs 41%
- Number of employees said smoking was allowed in their workplace fell from 71% to 55%.

(n=354 2004)

(n=228 2005)

# Evaluation findings healthier eating



# Evaluation findings

- **Mean number of portions of fruit and veg consumed per day 2.42 (n=354) v 2.72 (n=228)**
- **Cholesterol checked 39%(n=354) v 59% (n=228)**
- **Blood pressure checked 57% (n=354) v 65% (n=228)**
- **74% felt they had personally benefited (n=128)**
- **82% would recommend Work Well to other organisations (n=128)**
- **81% want their organisation to continue (n=128)**

## Future activities

- **Health topic guides for employers**
- **Workplace health handbook**
- **Organisational health assessment tool**
- **Employee questionnaire**
- **Healthy workplace training course**
- **Awards scheme**

Questions???

## **Group discussion**

- **What are the advantages from the employer's perspective of promoting healthy eating at work?**
- **What would be the process/stages for promoting healthy eating at work?**
- **In promoting healthy eating at work who would you involve?**
- **What sort of things would you do to promote healthy eating at work?**

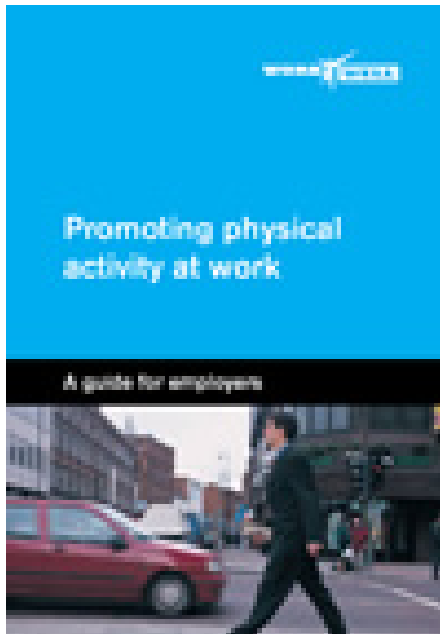
# Examples of activities



## Healthier eating

- Facilities
- Healthier options in canteen
- Outside caterers
- ‘Taste and try’ days
- Taking breaks
- Healthy eating campaigns or weeks
- Healthy recipes
- Provision/subsidised fruit provision
- Information sessions
- Policy development

# Examples of activities



## Physical activity

- Taking the stairs
- Using breaks for exercise
- Pedometer challenge
- Events e.g. Bike to Work day
- Team building days
- Providing information
- Flexible working
- Facilities e.g. changing area, cycle parking
- Workplace travel plan

# Examples of activities



## **Breastfeeding**

- **HR support**
- **Information for pregnant employees**
- **Flexible working patterns**
- **Breaks for mothers**
- **Facilities**

