

Healthy Weight in the Workplace



Service Review



Healthy Weight in the Workplace

A Case for Action

42% of men and 32% of women in the UK are overweight (Health Survey for England 2003), furthermore, 23% of men & 25% of women are obese (Obesity reviews 2005). As obesity has its roots in many chronic illnesses (heart disease, diabetes, high blood pressure etc), this can have a direct impact on absenteeism and lack of productivity with the workplace (Suhrcke, McKee et al. 2006).

This should make employee weight reduction is a priority for every company and its stake holders. However while the effects of obesity related morbidity are costing businesses, there is a lack of resources that tackle the cause.

The Service Model

The Healthy Weight in the Workplace programme was established to support businesses with any weight management issues that they may have. The main aim of the Healthy Weight in the Workplace scheme is to provide companies with a professional weight management service which is tailored to suite the needs of their business and employees. In-order maintain long term success the scheme builds a weight management strategy within the company and create a 'health' culture throughout the workforce. To achieve this, the service follows 3 key objectives:

1. Shape up ⁴Business Work Based Programme: The objective of '*Shape up ⁴Business*' is to motivate the workforce through offering an informative programme which is tailored to their profession & held within their workplace. Research tells us that people are more likely to make permanent changes if they are given accurate and meaningful information, and are motivated by those delivering the information.

The programme consists of 10 week group programme, 1:1 pre-course assessment and post course evaluation. The 10 week programme starts with an initial introduction, before covering all aspects of weight management, including nutrition, diet topics, physical activity, practical exercise sessions and home exercise plan. During each session the participant will receive interactive topics based upon the following subjects:

1. Introduction to weight gain
2. Carbohydrates & the glycaemic index
3. Why diets don't work?
4. Fats
5. Physical activity
6. Cholesterol
7. Fibre
8. Understanding food labels
9. Energy balance and weight maintenance
10. Optimum nutrition and review

2. Staff Training: The long term vision of the Healthy Weight in the Workplace programme is to build a 'healthy infrastructure' within Hull businesses. This plan includes training staff to continue the service, act as peers, to assist their fellow employees and to be a link from the business to the Single Point of Access. Jacksons Bakery, Croda, McBride, Greencore, McCains and Smith & Nephew are the first companies to have staff trained in 'Weight Management' and we are now working with them to continue the service. All companies that have run the Shape up 4 Business programme will have trained staff to help support the rest of the workforce.



Photo: Staff at Jacksons that completed the Weight Management Training

3. Fit 4 Business Accreditation Scheme: Participating companies offered reward & support for their good practices in employee health & wellbeing in the **Fit⁴Business** company accreditation scheme. The scheme will work with Investors in People's health at work award & will support employers in providing a healthy working environment, and building a 'healthy workplace strategy'. The accreditation scheme will be a simple, effective process, which will award good practice in employee health & wellbeing.

Results

12 companies have enrolled on the in-house programme, with 4 more set to start in the next launch. As well as significant weight loss results (See pages 7-8), which are meeting the Service Level Agreement, the education on nutrition, physical activity and healthy lifestyle empowers the client to maintain a healthy lifestyle clients accessing the programme have also seen significant improvements in a whole range of health issues including Blood Pressure readings and reductions in Body Fat. Data from a typical course, (Crodo International (May 2010)) showed the following reductions in both resting blood pressure and in body fat percentages:

Average Blood Pressure:

- Pre-course 144/89
- Post-course 131/81

Average Body Fat%

- Pre-course 27%
- Post-course 24%

Client Profiles

The service is aimed at the working population of Hull; the programme is running at all areas across the city attracting employees from the local areas. The companies targeted are medium to large with a workforce size of 300-1000. It aimed at all age groups and both genders however it is tailored to suit the nature of work, and the programme is adapted to the population of the company workforce.

Service Locations:

Company	Company Size	Area Committee	Ward
Smith & Nephew	900	Riverside	Myton
Jacksons Bakery	350	Wyke	Avenue
McCains Foods	300	Riverside	St Andrerws
Croda Int	350	Riverside	Drypool
McBride	300	Holderness	Holderness
Hull CC Adult Education	100	Riverside	Myton
Arco	500	Pickering	Pickering
Ideal Standard	350	Wyke	Avenue
BP Amco	1000+	Park	Marfleet
Grencore	750	Riverside	Drypool
Stage Coach	350	Riverside	Myton
Job Centre+	200	Riverside	Myton

Age Range:

Age	>60	50-59	40-49	30-39	20-29	<20
%	3.8%	29.5%	43.2%	14.4%	9.1%	

Gender Range:

	Total
Male	50.6%
Female	49.4%

Testimonials

“A very useful course raising awareness of good diet and exercise on weight management and the principles of how to achieve simple goals. It was delivered in a fun, enthusiastic way at times suited to the site and everyone on the course lost weight and body fat over the 12 weeks.”

Gary Walters, SHEQ Manager
Croda Europe Limited

“Very interesting & useful course, everyone learnt a lot about nutrition and exercise and how to lose and maintain weight long term. I come from a health and fitness background but the staff training took my knowledge to the next level.”

Julie Thresh, Occupational Health
Smith & Nephew

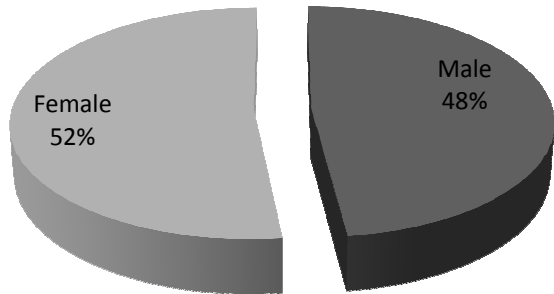
“The programme has been an incredibly valuable resource, all the staff found the sessions beneficial and the healthy message is spreading across the workforce.”

Sara Jordan, Occupational Health
Jacksons Bakery

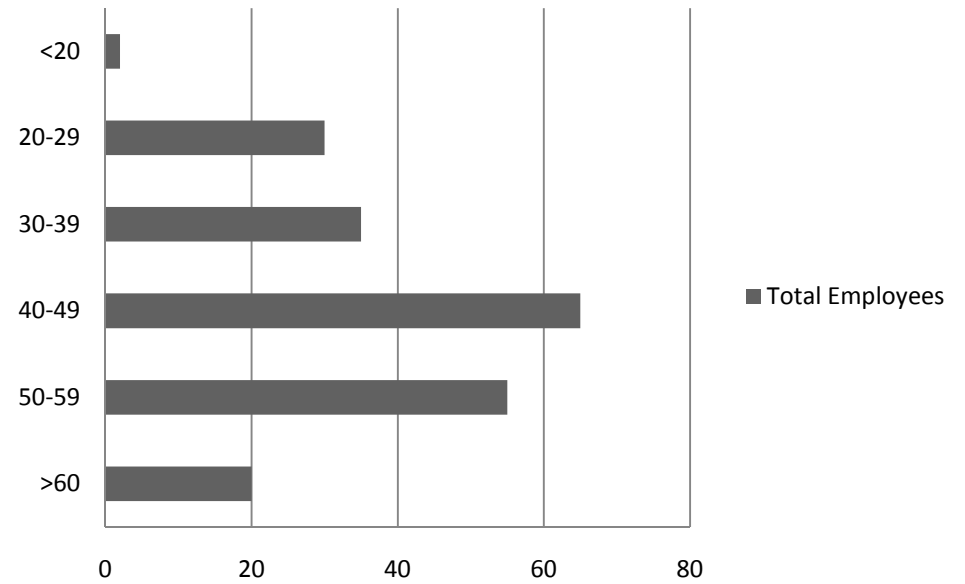


Client Demographics

Employee Gender Breakdown



Employee's Age Range



Performance Data: Shape up 4 Business Period 1

(Oct 2009-Mar 2010)

Quarter 1										
Company	Enrolled	No. of courses	Started	Completed	% comp.	>5% W.Loss	% of started	% of comp.	Post 12 wk	% of Started
Smith & Nephew	16	1	16	14	87.5	6	37.5	42.9	6	37.5
Jacksons	14	1	14	12	85.7	5	35.7	41.6	5	35.7
Totals	30	2	30	26	86.6	11	36.6	42.3	11	36.6

