

Working with Heart

Lessons from an NGO

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**National Heart Foundation
of Australia**



@HeartAust

@nutritionnomad

#WorkingWithHeart

#MoveMoreSitLess

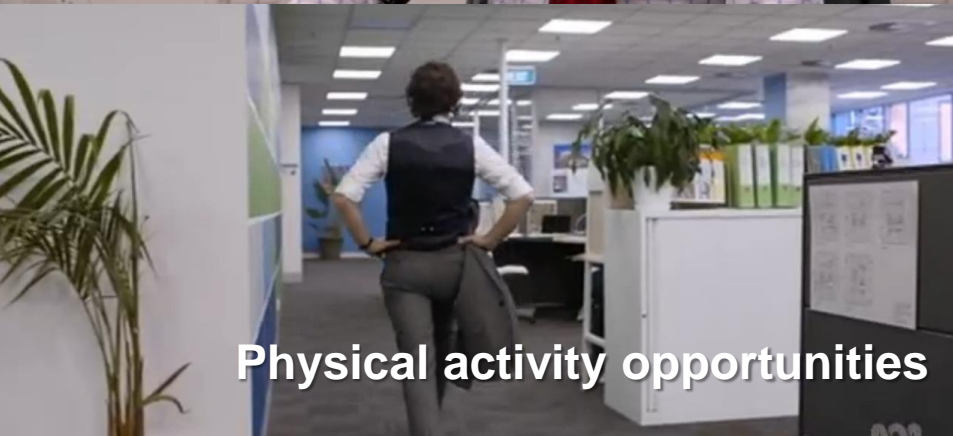




Leading by example



Standing meetings



Physical activity opportunities



Positive health culture



Staff education



Health-promoting environment

Overview

- The National Heart Foundation of Australia
- The workplace health journey at the Heart Foundation
 - The Healthy Workplace Guide
 - Wellness Program 2009-2013 and beyond
- Creating a sit-less workplace
- Cycling with heart
- Key learnings and success factors
- Tailoring to the workplace



National Heart Foundation of Australia



The **National Heart Foundation of Australia** is Australia's leading heart health charity working to improve the health of all Australians

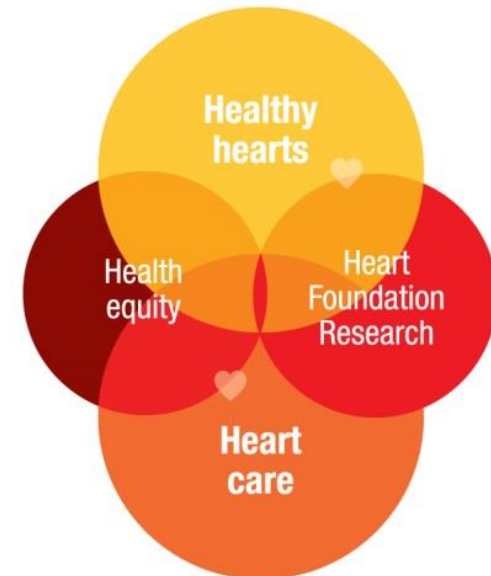
Our purpose

...to reduce premature death and suffering from heart, stroke and blood vessel disease in Australia.

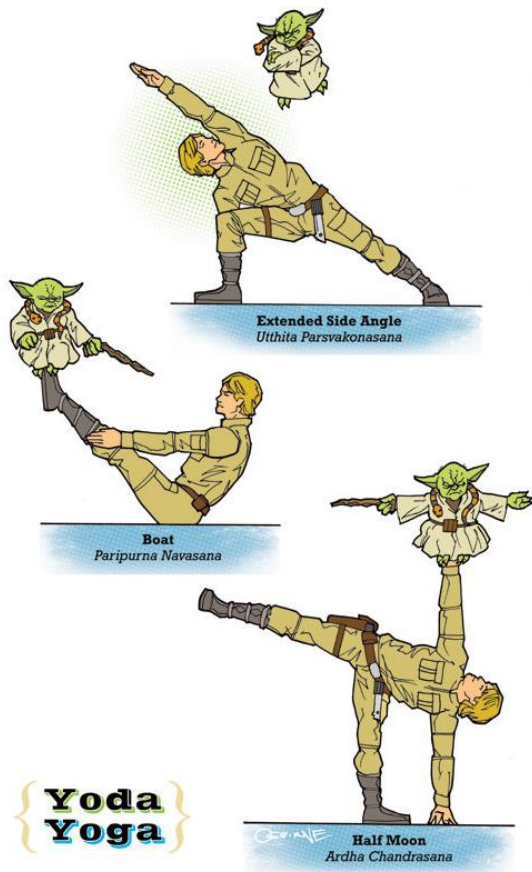
What we do

Donations help us fund:

- Supporting and informing
- Partnerships
- Improving care
- Building healthy communities
- Promoting awareness



A long time ago in a galaxy far far away...



JEDI WORKOUT

~ May the force be with you ~

20 low squat / jump thrust	30 sec push-up plank	10 raised leg push-ups
20 woodchoppers	20 low side-to-side lunges	60 sec one leg stand 30 sec each side
20 sit-ups	20 side jackknives	20 planks w/ rotations

sets: level I 3 sets level II 5 sets level III 10 sets rest between sets up to 60 seconds

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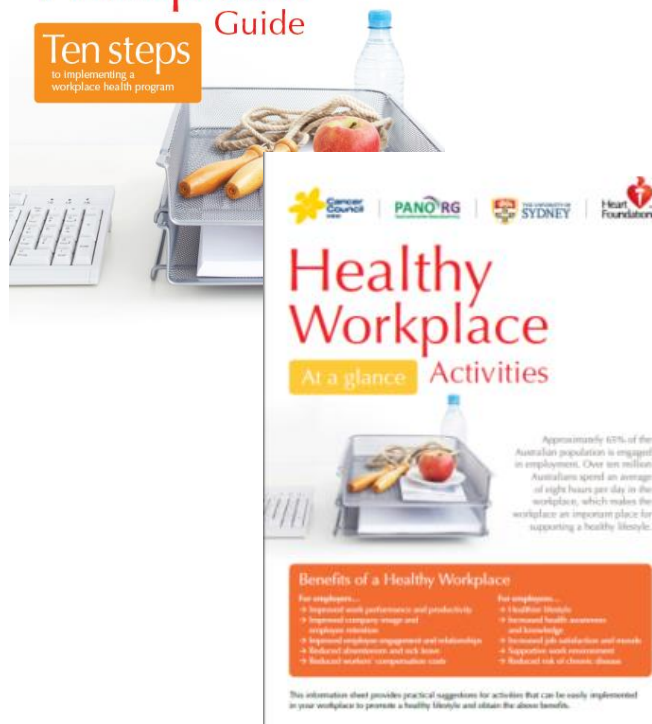
A long time ago in a galaxy far far away...



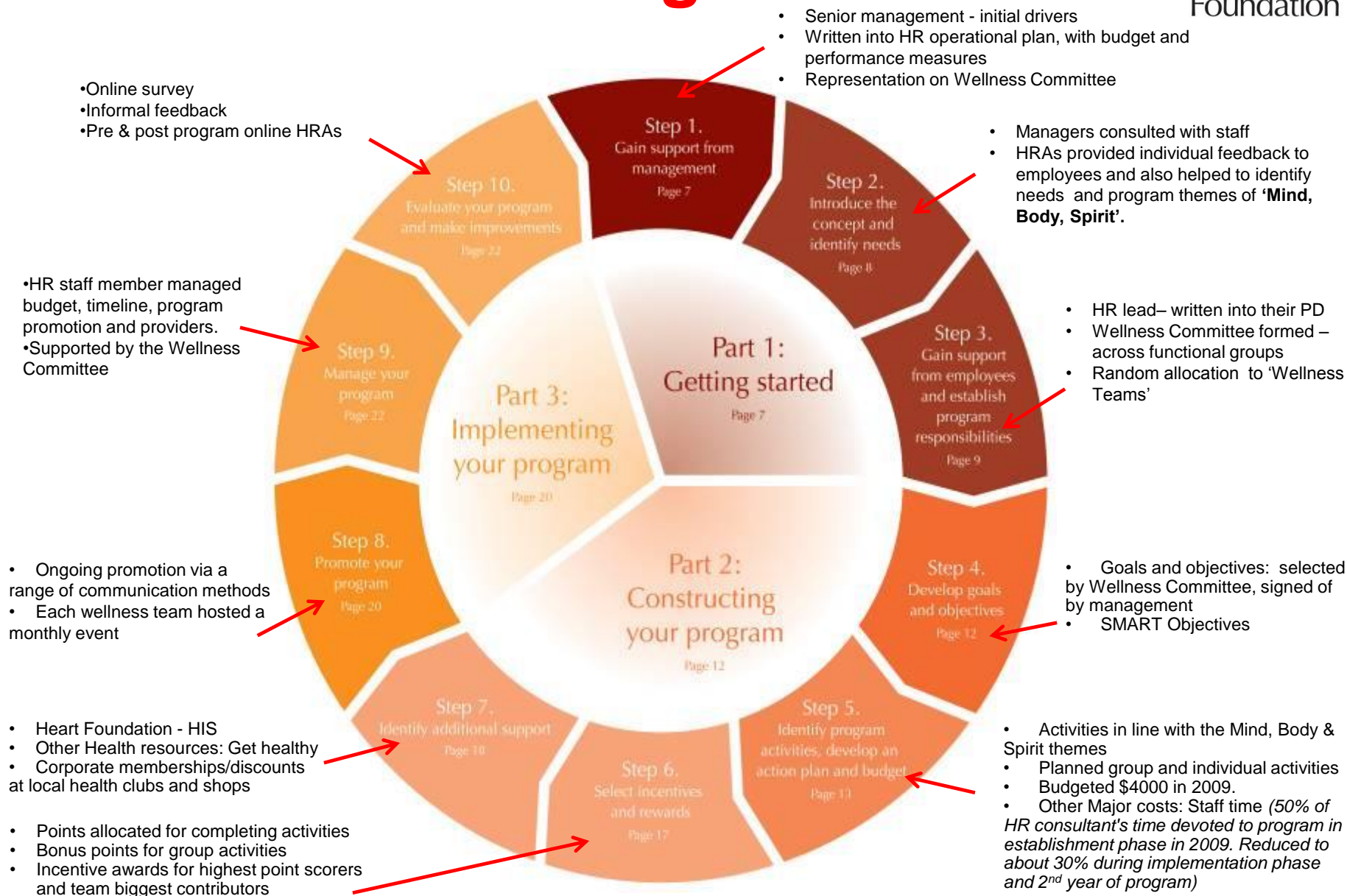
Healthy Workplace Guide

Healthy Workplace Guide

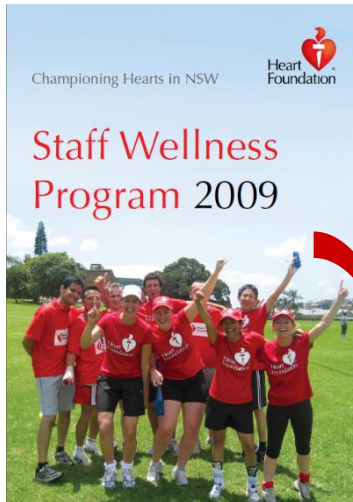
Ten steps
to implementing a
workplace health program



Staff Wellness Program 2009



Wellness Program 2009-2013



Program 2009

- Activities were themed around Mind, Body & Spirit
- Lots of activities which were linked to team-based point system
- Support by management was more apparent and more HR time was invested in program

Program Impact

- Improved individual health/behaviours (e.g. Increased PA, Lifestyle improvements)
- Reduced absenteeism, reduced staff voluntary turnover, enhanced cross-team working relationships



Program 2013

- Interventions were themed around WHO Healthy Workers Framework with greater focus on environment, research collaborations and volunteering
- Removal of team-based point system
- Some large organizational change with had impacts on staff and budget.

Program Impact

- Improved individual health/behaviours (e.g. Increased PA and reduced sedentary behaviour)
- Improved cross-team relationships, improved sitting-less culture

Program Objectives

HEALTHY CULTURE



Positive and supportive leadership, policies and culture

- Employee Assistance Program (EAP)
- Workplace Policies (e.g. Flexible Work policy, Occupational Health and Safety policy, Healthy Catering policy, Diversity and Inclusiveness policy)
- Biennial climate survey
- One hour lunch break

HEALTHY PHYSICAL ENVIRONMENT



A healthy physical working environment

- Shower/clothes room
- Sit-stand workstations
- Bicycle parking
- Kitchen areas with facilities to store and prepare snacks and meals.
- Sit-less posters
- Walking meetings
- Standing meetings
- Provision of daily newspapers
- Provision of limited healthy foods such as reduced fat milk and margarine spread

HEALTHY WORKERS

HEALTHY COMMUNITY CONNECTIONS



Partnerships and opportunities in the community

- Staff support with Heart Foundation fundraising initiatives and events
- Donor function engagement
- Cultural event commemorations (e.g. Close the Gap, NAIDOC week)
- Health-themed team events
- Transport Access Guide (TAG)

HEALTH AND WELLBEING OPPORTUNITIES



Information and resources to support workers

- Health-themed workshops and demonstrations
- Yoga
- Meditation
- Run club
- Workplace walking group
- Soccer and touch football competition
- Book club
- Stretching break
- Quiz 'standing break'
- Local gym membership deals
- Flu vaccinations
- CPR Training
- Wellness articles in staff newsletter
- Health information on the intranet

Healthy culture

- Achieve 50% staff attendance at EAP information sessions **ACHIEVED**
- Achieve 50% awareness of EAP services **ACHIEVED**

Healthy physical environment

- Implement six sit-less strategies **ACHIEVED**
- Achieve 30% staff participation in a walking meeting **ACHIEVED**

Healthy community connections

- Identify and maximise staff participation in Heart Foundation and community events **ACHIEVED**
- Develop and distribute Transport Access Guide (TAG) to Heart Foundation employees and other building tenants **DELAYED**
- Measure use of the TAG within the Heart Foundation **DELAYED**

Health and wellbeing opportunities

- Implement ten health and wellbeing opportunities **ACHIEVED**
- Achieve 50% staff participation in a healthy eating session **ACHIEVED**
- Reach 30% staff participation in a physical activity and 20% attendance at other opportunities. **ACHIEVED**

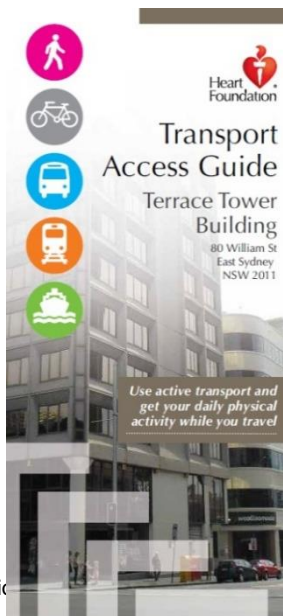
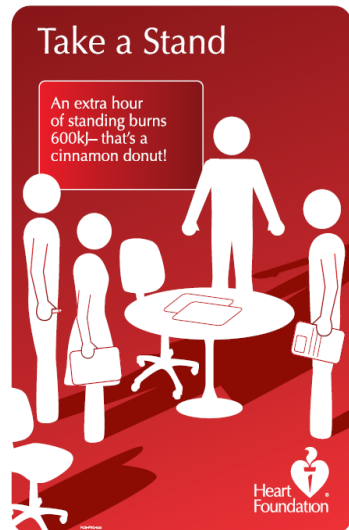
Participation

- 90% in at least two key program theme areas
- 76% in at least three key program theme areas
- 34% in all four of key program theme areas.

Creating a Sit-Less Work Culture



- Walking meetings
- 'Standing' agenda items
- Quiz and stretch breaks
- Poster prompts
- Sit-stand workstations
- Structured PA options
- Subsidised PA options
- 1 hour lunch break
- Staff newsletter tips
- Active travel support
- Flexible work policy



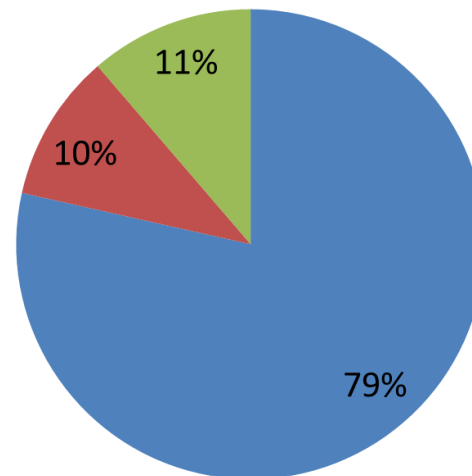
The Stand@Work Study

Do sit-stand workstations reduce employee sitting time?



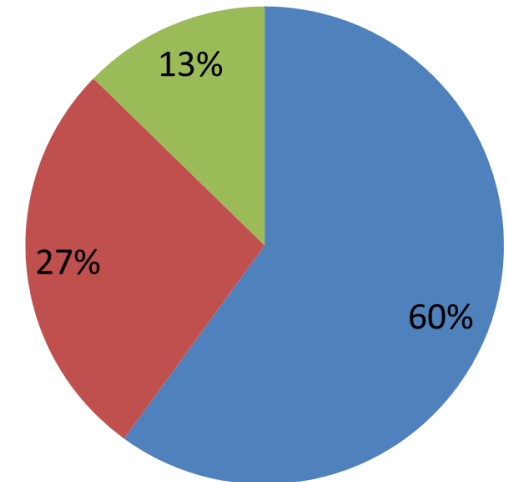
Pre-intervention 1

■ Sitting ■ Standing ■ Walking



Post intervention

■ Sitting ■ Standing ■ Walking



2015: We Heart Cycling!



Enablers and Barriers

Enablers:

- Personal motivation and/interest
- Awareness of health and wellbeing opportunities available
- Enabling workplace environment/culture
- Feeling of comfort or welcoming to participate
- Flexible time in work hours

Barriers:

- Insufficient personal time
- Not enough flexible work time (part-time staff)
- Did not have the opportunity (regional staff)

Key Learnings and Success Factors

- Management participation and buy-in
- Dedicated coordinator (with role integrated into position description)
- Staff ownership (Wellness Committee)
- Capitalise on organizational strengths and communications
- Setting clear goals and objectives
- Supportive physical and social environments
- Regular communication to management and to staff
- Specific themes for the year
- Leaving some room for flexibility: capitalising on opportunities
- Tailoring to the workplace
- Regular program evaluation and review
- Incentivising, reward and recognition



Tailoring to the Workplace



A Healthier You



During 2013-2014, James Hardie Rosehill utilised a small grant from the Heart Foundation NSW to undertake a workplace health and wellbeing program for their employees, using concepts described in the Healthy Workplace Guide. The steps to implementing a workplace health program. The program, named A Healthier You, included various health initiatives directed towards their manufacturing workers, their workplace environment, and their workplace policies.

The program helped to increase employee awareness and access to health and wellbeing opportunities in the workplace, as well as increased knowledge of their personal health risks. As a result, senior management at James Hardie Rosehill has made an ongoing commitment to embed a health and wellbeing program into the culture of their business.

- Workplace profile**
James Hardie is a leading international building materials company which manufactures numerous types of fibre cement products.
- A Healthier You took place at the Rosehill manufacturing site located in Western Sydney, Australia. In 2013 the Rosehill site employed over 1,000 employees.
- One hundred and seventy permanent employees based in the Rosehill location divided across two areas - factory and manufacturing operations, office and professional staff, and general activities.
 - One hundred and thirty-eight factory worker positions.
 - Twenty-three office or professional positions.
 - Twenty-eight per cent male staff with most in the 45 to 64 age group.
 - A mix of cultural and ethnic mix of staff with varying levels of literacy and communication skills.

KMH Health and Wellbeing program

During 2013-2014, KMH Environmental utilised a small grant from the Heart Foundation NSW to undertake a workplace health and wellbeing program for their employees, using concepts described in the Healthy Workplace Guide. The steps to implementing a workplace health program. The program, named A Healthier You, included various health initiatives directed towards their manufacturing workers, their workplace environment, and their workplace policies.

The program helped to increase employee awareness and accessibility to health and wellbeing opportunities in the workplace and enhance the workplace environment by providing health resources and making catering options. As a result, KMH Environmental was able to increase the amount of resources available for staff to choose as well as enhance staff engagement in health and wellbeing initiatives.

Workplace profile
KMH Environmental is a leading environmental services, advice and provider of services engineering solutions across Australia and South East Asia.

- The KMH Health and Wellbeing Program took place at the NSW office locations located in Sydney and Newcastle. In 2013 these locations comprised of:
- Twenty-one employees based in the Sydney office.
 - Seven staff in the Newcastle regional office.
 - All office-based or professional positions.
 - Twenty-four per cent male staff with most in the 18 to 44 age group.

Program aims
The broad aims of the KMH Health and Wellbeing program were to provide a range of workplace opportunities, to move more and sit less; to encourage staff to make healthy food choices by providing healthy recipes and healthy tips at staff meetings; and to increase staff awareness of general health issues including mental health, healthy eating, sun safety and smoking. Participation in the program was voluntary and conducted mainly in the workplace from October 2013 - February 2014.

What was done?
KMH Environmental developed their program objectives on the three main areas outlined in the Healthy Workplace Guide:

- People** - aimed at educating and increasing employee health awareness.
- Environment** - aimed at changing the workplace setting to encourage healthy behaviours.
- Policy** - aimed at changing workplace practices as a foundation to support healthy people and environments initiatives.

The VSL Wellbeing Project



During 2013-2014, VSL Australia utilised a small grant from the Heart Foundation NSW to undertake a workplace health and wellbeing program for their employees, using concepts described in the Healthy Workplace Guide. The steps to implementing a workplace health program.

The program, named The VSL Wellbeing Project incorporated a healthy food policy, and a refurbishment of an outdoor eating area to support healthy behaviour change.

The program helped to create a cultural shift towards health and wellbeing through environmental changes, as well as increase employee knowledge of nutrition, physical activity and health topics. As a result, VSL Australia were able to initiate their first health and wellbeing program and obtain a generation of committed, healthy and productive employees.

Workplace profile
VSL Australia is a VSL Group subsidiary is a construction engineering company that work on projects for civil engineering, structural and building.

The VSL Wellbeing Project took place at the VSL Australia Head Office located in Moorang, Sydney. In 2013 the Moorang office comprised of approximately:

- Fifty-eight permanent employees based in the Moorang location divided across two areas - office and professional staff (such as engineers and architects).
- Twenty-five casual positions.
- Thirty-five office or professional positions.
- Twenty-eight per cent male staff with most in the 18 to 44 age group.

Program aims
The broad aim of the VSL Wellbeing Project was to focus on environmental change in their workplace, in order to support increased health knowledge and healthy eating behaviours amongst their staff. Participation in the program was voluntary and conducted mainly in the workplace from October 2013 - January 2014.

What was done?
VSL Australia based their program objectives around two of the main areas outlined in the Healthy Workplace Guide - environmental and policy changes; and applied this to a healthy eating initiative.



James Hardie

A smarter way to build



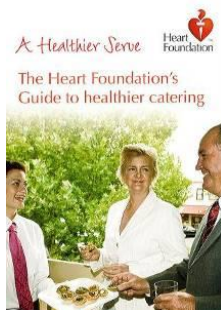
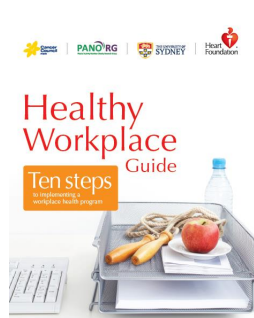
INTRAFOR



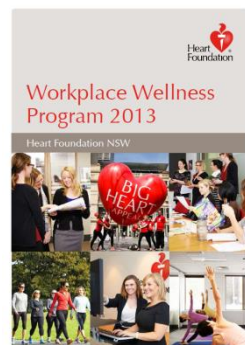
Where the environmental experts live



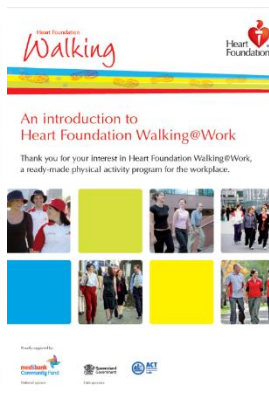
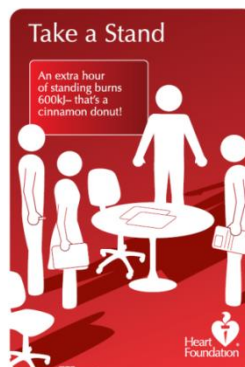
Supporting a healthy workplace



Guidance Documents



Case Studies



Workplace Resources and Program Support

Gear Up Girl: Sunday 13th March



Keep up-to-date



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