

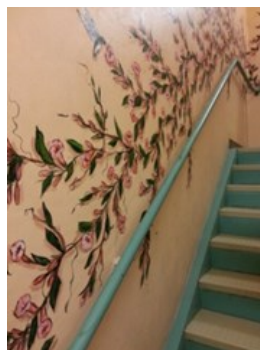
HEALTHY WORKPLACE EVALUATION

PHASE 1: Environment Audit

The built and policy environment of seven SHR worksites were evaluated in the fall of 2013. A Built Environment Assessment was conducted by three trained evaluators at each worksite to observe the physical environment. One manager at each site was consulted to get his/her perceptions of local policies and programs related to healthy lifestyle practices. Finally, one Healthy Workplace Champion at each site was consulted to get an additional perception of the variety of health promotion initiatives and programs available at the worksite.

Results of the assessment and consultations were themed into eight (8) features of the worksite: elevator, stairs, nutrition, physical activity, parking, neighbourhood, tobacco use, and signage. These 8 features were rated using the following scale:

Excellent (> 85%)	Good (65%-84%)	Satisfactory (< 65%)
<ul style="list-style-type: none"> - Regular prompts that encourage health and wellness choices - Easy access to comprehensive facilities, onsite and offsite - Aesthetically pleasant - Frequently of use by employees - Barriers that prevent health and wellness behaviors are absent 	<ul style="list-style-type: none"> Some prompts that encourage health and wellness choices Access to comprehensive facilities, onsite Reasonable in terms of aesthetics Occasionally used by employees Some barriers that prevent health and wellness behaviors 	<ul style="list-style-type: none"> Very few prompts that encourage health and wellness choices Difficult access or no access to comprehensive facilities Aesthetically unpleasant Seldom or not at all used by employees Multiple barriers that prevent health and wellness behaviors



The summary of recommendations based on the findings of PHASE 1 can be found on page 2



The Community Initiatives Fund invests in the quality of life of Saskatchewan residents by offering grants for community projects that help support community development, inclusion, leadership and vitality.

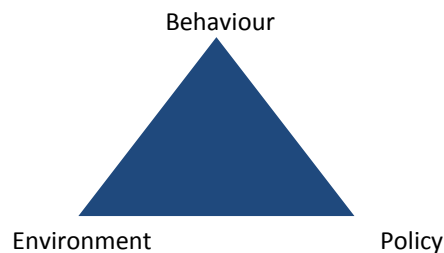
IF WE KNOW THAT...

- ◆ Employees spend approximately one third of their waking hours at work (Schulte, et al. Work, obesity, and occupational safety and health. Am J Public Health, 2007).
- ◆ With the increasing availability of technology jobs are becoming more sedentary. Furthermore people are spending more of their leisure time performing sedentary behaviors such as sitting for long hours (Shields, et al. Fitness of Canadian adults: results from the 2007-2009 Canadian Health Measures Survey. Health reports / Statistics Canada, Canadian Centre for Health Information, 2010).
- ◆ Heart disease, stroke, cancer, and diabetes are all linked by the common behavioural risk factors of poor eating habits, physical inactivity and tobacco use (Public Health Agency of Canada. Ottawa Charter for Health Promotion: An International Conference on Health Promotion, 2012).

THEN WE CAN...

Use the Triad- Approach

An important concept is to combine individual strategies with environmental and policy changes as a way to increase impact by making it easier to achieve the behavioural changes (Kahn-Marshall & Gallant. Making Healthy Behaviors the Easy Choice for Employees: A Review of the Literature on Environmental and Policy Changes in Worksite Health Promotion. Health Education and Behavior, 2012).



Return on Investment



For every 1\$ invested in Health and Wellness Programs there is an average saving of about \$2-\$6 for the organization (Joan Burton, Industrial Accident Prevention Association. The Business Case for a Healthy Workplace, 2008).

LOW RESOURCES

Promote and encourage employee participation in physical activity, nutrition, stress and smoking cessation programs.

Provide health information through newsletters, SHR website, email, bulletin boards.

Post motivational signs throughout worksite to encourage healthy lifestyle behaviours.

Offer flexible work hours to allow for healthy lifestyle practices during the day.

Offer fun and motivational weekly/monthly health-related employee challenges.

MEDIUM RESOURCES

Have a representative committee that meets at least once a month to oversee worksite wellness program. Outline the requirements and functions of a comprehensive worksite wellness program.

Offer regular health education presentation on various physical activity, nutrition, and wellness-related topics.

Provide employee counseling for stress management.

Identify determinants of employee wellness within worksites and barriers which hinder implementation of healthy initiatives within specific worksites.

Provide appropriate incentives which will encourage regular participation in healthy lifestyle behaviours.

HIGH RESOURCES

Have a worksite budget for worksite wellness programs that includes funds for health promotion.

Involve upper management in the development and implementation of policies around health and wellness at the worksite.

Provide confidential health risk assessments for employees.

Evaluate or reevaluate workplace environment, the organization and its culture with the focus of improving health outcomes.