



# Healthy Workplace Activities

## At a glance

Listed on the next pages are examples of activities to promote nutrition and physical activity in the workplace. These activities are classified as **low, medium or high** according to the level of financial and employee resources required to implement them.

The tables also indicate whether the activities target **people, the working environment or organisational policies**. It's a good idea to choose a range of activities across these three areas to create physical and social environments that foster a healthy workplace culture.



Examples of activities targeting physical activity in the workplace	People	Environment	Policy
<b>Low resource activities</b>			
Provide opportunity for standing breaks			✓
Provide flexible workspaces that allow employees to stand or move around		✓	
Enforce task rotation during shifts, particularly swapping sedentary/sitting tasks with moving/standing tasks			✓
Map out and promote break locations along transport routes, to give transport drivers or travelling employees a chance to move more and sit less		✓	
Offer flexible work hours to allow for physical activity during the day			✓
Support physical activity breaks during the workday, such as stretching or short walks			✓
Map and promote walking, cycling and public transport options to and from your workplace		✓	
Encourage and support active transport, such as getting off the bus several stops earlier or parking the car further away		✓	
Start a lunch time walking group	✓		
Encourage a 'sit-less' environment by posting signs at lifts and escalators to promote use of stairs		✓	
Place communal rubbish bins and printers in areas where people need to stand up and move		✓	
Provide bike racks in safe, convenient and accessible locations		✓	
Provide regular communication on physical activity, fitness messages and links to relevant websites	✓		
Promote walking meetings as a way of discouraging sedentary behaviour			✓
Liaise with local fitness centres and local bike shops to obtain discounted membership/rates			✓
Promote local, state and national physical activity and/or active travel events		✓	
<b>Medium resource activities</b>			
Facilitate outdoor events (e.g. Golf Days or Family Picnic Days) to encourage employees and their families to engage in outdoor activities	✓		
Provide subsidies for the purchase of fitness or activity tracking apps	✓		
Implement activities with web-based platforms for tracking, gamifying and incentivising healthy behaviour	✓		
Set up a pedometer or activity tracker (e.g. Fitbit) loan scheme	✓		
Implement employee challenges or competitions using pedometers or activity trackers	✓		
Provide support for employees to enter fun runs and walking events as a workplace team	✓		
Provide end of trip facilities such as showers, bike parking facilities and lockers in the workplace		✓	
Arrange a workplace team to participate in organised sport activities and/or events	✓		
Provide health related events (guest speakers, classes etc.)		✓	
Develop an Active Travel Plan			✓
Provide public transport tickets or cards at reception for employees to attend meetings		✓	
Provide weather protection gear at reception to allow employees to walk to local meetings e.g. umbrella, spray jacket, sunscreen etc.		✓	
<b>High resource activities</b>			
Provide subsidised gym memberships through a gym franchise and list of gym locations allowing workers such as transport drivers to have access to gym facilities when they travel for work			✓
Facilitate work sporting teams to encourage physical activity and team building (e.g. futsal, oz-tag, afl-9's)	✓		
Provide sit-stand workstations		✓	
Provide subsidised public transport cards to employees to encourage active transport			✓
Provide subsidised membership at local fitness centres			✓
Provide on-site fitness classes	✓		
Provide all employees with activity trackers	✓		

Examples of activities targeting physical activity in the workplace (continued...)	People	Environment	Policy
<b>High resource activities (continued...)</b>			
Provide an on-site exercise facility			✓
Have an exercise physiologist attend and perform simple fitness tests on-site		✓	
Have an exercise specialist give regular motivational fitness talks on-site		✓	
Provide bike fleet for employees to attend local meetings			✓
<b>Examples of activities targeting nutrition in the workplace</b>			
<b>Low resource activities</b>			
Utilise 'healthy option' indicators (e.g. 'low in salt', 'low in fat', 'high in fibre' or 'healthier choice' on food items provided in workplace canteens and dining halls.			✓
Map out healthier food outlets along common transport routes, for transport drivers or employees travelling for work			✓
Liaise with local provider(s) to take food orders from employees and deliver boxes of fresh fruit and vegetables			✓
Provide a protected space away from work areas for meal breaks with space for some food preparation			✓
Display healthy eating information in appropriate places in the workplace (e.g. kitchen, canteen, dining room)			✓
Develop regular communications on nutrition (e.g. healthy recipe of the week, nutrition tips, myth busting) to be distributed through newsletters, notice boards, toolbox talks/staff meetings, emails, intranet pages, or with payslips.	✓		
Offer healthy food and drink choices at employee functions and meetings			✓
Provide nutrition magazines for employees to read in your workplace			✓
Promote local, state and national healthy eating events			✓
Establish workplace policies that promote and support employees to eat healthily			✓
<b>Medium resource activities</b>			
Provide cold-storage/Esky boxes for travelling employees to store preprepared meals and snacks			✓
Organise for a dietitian to take employees on a food label reading tour at the local supermarket	✓		
Provide water cooler(s) or portable water storage that all employees can access easily			✓
Ensure there are sufficient kitchen facilities for food storage and preparation e.g. refrigerators, microwaves, cutlery and crockery			✓
Provide free or subsidised fresh fruit and vegetables in the workplace			✓
Offer healthy food options in vending machines			✓
Arrange a mobile food service that offers healthy options			✓
Have a dietitian provide an educational talk on healthy eating	✓		
Provide subsidies for the purchase of nutrition related books (e.g. cookbooks) or apps	✓		
<b>High resource activities</b>			
Provide regular on-site health checks by GP, (including weight checks) for employees who live/stay on-site	✓		
Provide incentives and/or support (e.g. flexible time) for employee participation in off-site nutrition or weight management activities	✓		
Include employees' families in education regarding nutrition e.g. disseminate information relevant to families, invite families to nutrition information sessions	✓		
Change the menu in your workplace canteen to ensure that healthy options are available			✓
Have a dietitian run a weight management/nutrition course on-site	✓		

# Additional program target areas

Most workplace health programs target at least nutrition and physical activity. However, there may be other health areas relevant to your workplace and employees, which you'd like to include in your program. Information sources for other target areas are provided in the table below.

## Information sources for additional program target areas

Program focus	Organisation	Contact details	Website
Smoking cessation	Quitline	13 78 48	icanquit.com.au
Smoking free policy	Cancer Council NSW	13 11 20	cancercouncil.com.au/31946/cancer-prevention/smoking-reduce-risks/going-smoke-free/going-smoke-freerecommendations-forthe-workplace/
Alcohol	Turning Point	1800 888 236	turningpoint.org.au
Mental health	beyondblue	1300 224 634	beyondblue.org.au
Mental Health	Black Dog Institute	(02) 9382 4530	blackdoginstitute.org.au
Mental Health	WayAhead	(02) 9339 6000	wayahead.org.au
Sun safety	Cancer Council NSW	13 11 20	cancercouncil.com.au

## Need help to implement your own workplace health program?

The second edition of the **Healthy Workplace Guide** has been developed to assist workplaces to implement their own workplace health program from start to finish, guiding organisations through the essential steps for effective programs and providing links to useful tools and resources for each step in the process.

Your free **Healthy Workplace Guide** can be accessed online at [heartfoundation.org.au/workplace-wellness](http://heartfoundation.org.au/workplace-wellness)



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