

# Workplace Wellness

Our toolbox of resources to support workplaces to become more healthy and active.

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Over 11 million Australians spend an average of eight hours per day in workplaces (1). Not surprisingly, the workplace is a key setting in which to reach a large proportion of the Australian adult population and influence behaviour change (2).

Workplaces are ideally placed to implement policies and programs that encourage employees to improve healthy eating behaviours, break up sitting time, increase physical activity levels, as well as build a positive workplace culture.

These programs in turn, can improve employee retention and productivity as well as reduce absenteeism and cost and frequency of worker's compensation.

The resources outlined in this document are a comprehensive range of tools that can assist organisations to plan, construct, implement and evaluate a workplace wellness program.

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## Our policy recommendations



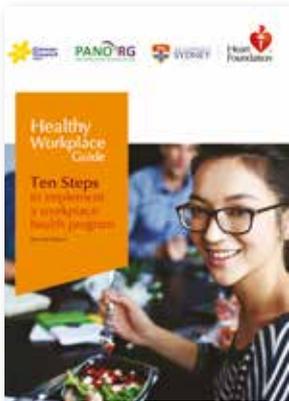
### Blueprint for an active Australia, second edition

Heart Foundation Blueprint for an active Australia (Second edition) outlines the case for change towards a more physically active Australia. The Blueprint's 13 action areas (of which one is 'Workplaces') call for government and community actions to increase population levels of physical activity and reduce sedentary behaviour in Australia from 2014 to 2017.

**For more information** visit our website at [www.heartfoundation.org.au/active-living](http://www.heartfoundation.org.au/active-living) or call our Health Information Service on 1300 36 27 87.

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## Guidelines and toolkits



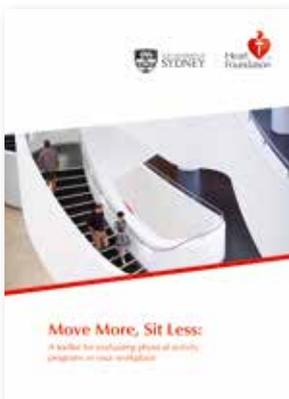
### Healthy workplace guide: Ten steps to implementing a workplace health program, second edition

This practical and evidence-based ten step guide provides easy to follow steps to help organisations create a workplace that supports employees in leading healthy lifestyles. It includes details on how to get started, construct and implement a workplace health program.



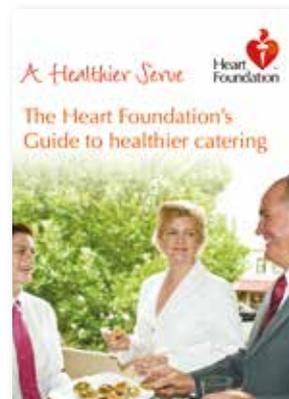
### Healthy workplace activities: At a glance

Stemming from the 'Healthy workplace guide: Ten steps to implementing a workplace health program (Second edition),' this resource provides a snapshot of various wellness activities and initiatives that can be implemented within workplaces.



### Move More, Sit Less: A toolkit for evaluating physical activity programs in the workplace

Building upon the existing Healthy workplace guide: Ten steps to implementing a workplace health program (Second edition),' this toolkit is designed to assist workplaces in evaluating programs that target moving more and sitting less. It provides step-by-step instructions on which methods to choose, what questions to ask, and how to analyse and interpret results.



### A healthier serve: The Heart Foundation's guide to healthier catering

This resource provides guidance to help organisations serve healthier food and drinks within the workplace. It suggests a range of simple changes that can make a big difference to the food served at events, proving healthier is still delicious.

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## Research and evidence



### The Stand@Work Study

There is a growing body of evidence that high levels of sedentary behaviour and sitting are emerging risk factors for chronic diseases, such as cardiovascular disease. The Heart Foundation, in collaboration with the Prevention Research Collaboration (PRC) of the University of Sydney, conducted the Stand@Work Study, to determine whether providing sit-stand workstations changes sitting time in desk-based office workers. The case study provides a summary of the findings.



### Workplace Wellness Program 2013 Case Study - Heart Foundation NSW

Since 2009, the Heart Foundation NSW has offered a wellness program for staff across four office locations. This case study presents the impact of the 2013 program. The program adapted the World Health Organization's Healthy Workplace Framework and Model and included a broad range of activities that focused on workplace culture, environment, health and wellbeing opportunities and connections with the wider community.



### Healthy Workplace Guide case studies

In 2013, the Heart Foundation NSW offered small grants to three workplaces to apply the principles of the 'Healthy Workplace Guide- Ten steps to implementing a workplace health program' to their workplace health program. Each workplace tailored their program to their workforce and included activities that focused on workplace policy, environment and people. The following case studies presents the outcomes of each of the three workplace health programs:

- James Hardie
- KMH Environmental
- VSL Australia



### Healthy workplace 'Sit Less & Move More' case studies

During 2015, two workplaces, in collaboration with the Heart Foundation and the Prevention Research Collaboration (PRC) of the University of Sydney, co-designed a 'Sit Less & Move More' program within each of their organisations. Each intervention involved tailored strategies to reduce prolonged sedentary behaviour in their office-based workers. The program was delivered and evaluated by the PRC.

- NSW Ambulance
- Sydney Trains

## Programs and resources



### Heart Foundation Walking@Work program

Walking@Work is part of the Heart Foundation Walking program, which is Australia's largest free walking network. Walking@Work offers a ready-to-go physical activity program with a flexible approach to establishing and supporting active workplaces.



### Sit Less Posters

A range of four posters that act as a visual cue to prompt workers to stand or move more frequently in a workplace setting.

- Be an up-standing citizen
- Move more, sit less
- Stand up for your health
- Take a stand



### Sit Less, Move More infographics – Sitting less for adults

An infographic to communicate the impact of sedentary behaviour on health.

### References

1. Australian Bureau of Statistics, Australian Social Trends, 2014. Cat no. 4102.0. Canberra: ABS, 2014
2. World Health Organization, & World Economic Forum. (2008). Preventing noncommunicable diseases in the workplace through diet and physical activity: WHO/ World Economic Forum report of a joint event. Geneva: Retrieved from [http://whqlibdoc.who.int/publications/2008/9789241596329\\_eng.pdf](http://whqlibdoc.who.int/publications/2008/9789241596329_eng.pdf)