



Establishing baseline data with regards to health related activity in the workplace - A report of findings following an audit of public sector organisations in the GOSE region

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Executive Summary

This study provides a comprehensive audit of workplace health measures across public sector organisations in the Government Office for the South East (GOSE) region. 112 organisations were identified and a total of 93 (83%) organisations gave response to a structured online survey within the given timeframe of two weeks. Organisations included; local authorities, acute/hospital trusts, primary care trusts and mental health trusts. The average size of each organisation was 3,046 employees. The audit was completed by human resources staff and other senior staff on behalf of the organisation to reflect experiences with regards to workplace health services and strategy.

Physical Activity

The audit explored physical activity provision, of which, 64.1% of organisations are doing something with 29.3% thinking about doing something. Organisations offered a diverse range of activity options ranging from provision of cycle storage (74.1%), exercise sessions (51.7%), corporate gym memberships (72.7%) to health advice and information (51.3%). Only 8.4% of organisations had a person designated to help support and develop physical activity options. In the main organisations were supported by senior management with 41.6% stating support was present with a further 38.2% actively seeking support with an intention to develop services.

Most organisations (73.9%) do not evaluate their services although there is an intention amongst organisations to evaluate provision. Amongst organisations which do evaluate their activities, 96% are carried out in-house, and the majority are happy to share the results.

Healthy Eating

With regards to healthy eating in the workplace 70.8% described what they do to support staff to eat more healthily as 'patchy'. Although a level of strategy existed to support healthy eating in organisations only 14.3% actually had a whole organisation sustainable and healthy food policy. Many organisations (40.8%) did have a fair trade policy in place.

Overall, 39.1% of organisations were doing some and thinking about doing more in relation to getting staff to eat well. 24.1% of organisations are not thinking about healthy eating.

Within organisations the coordination of healthy eating activities is well managed with 45.8% having access to a coordinating group and 29.2% having access to an overall coordinator.

The provision of services and resources to support staff to eat well, like physical activity were varied. Freely available water was available in 84.5% of organisations and a large number of organisations (42.3%) rated their catering as healthy.

Accreditation Schemes

Awareness of accreditation and award schemes was low with only 14% of organisations showing knowledge of schemes. On a positive, the majority of organisations expressed an interest to receive information surrounding accreditation and award schemes.

The wider aspect of health is covered by most organisations, with either support to stop smoking, stress awareness and counselling services as being most common.

Priority Areas for Support

Organisations identified the following priorities that would help them do more to get their workforce active: a designated budget, hard evidence of the benefits, good quality healthy living information, and staff needs assessments.

This report concludes with a set of recommendations to be taken forward for discussion.

Acknowledgements

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1. Aims and rationale of the study

1.1 Aims

This study sought to provide a comprehensive audit of workplace physical activity measures across public sector organisations in the GOSE region, and to undertake a second tier analysis of further workplace health practices i.e. healthy eating, smoking cessation. The purpose of the audit was to provide a set of baseline data in relation to physical activity in the workplace. The key questions that were explored are; who's doing what with regard to physical activity, who's not doing anything, what opportunities exist, what are the main barriers facing organisations and what, if any accreditation schemes are available.

The target audience for the audit were public sector organisations across the South East including; Local Authorities, Primary Care Trusts, Acute/Hospital Trusts, Mental Health Trusts, Care Trusts and where possible Primary Care Practices within the region.

Strategically, the workplace is recognised as an excellent setting for health improvement. Developing workplaces that are more active is an objective of both the South East Regional Health and Well-being Strategy and 'Compete, Create, Collaborate' the South East Offer for the 2012 Games, The development of healthy workplaces is also supported by the Health, Work and Well-being Strategy launched by the Department of Health, Department of Work and Pensions and the Health and Safety Executive, 2005.

Establishing a baseline of current activity and needs was seen as a vital first step in planning a coordinated programme of support.

1.2 Goals

A response rate of 65-80% for the audit was an initial target with Sport England and Department of Health providing the contacts. Organisations that did not complete the audit in the initial two week time frame were contacted and followed up via a combination of phone and email to attempt to increase the response rate.

This study sought to explore the views and needs of a sample of organisations, in relation to the following issues:

- Experience of physical activity in the workplace
- Evaluation of active workplaces
- Accreditation and award schemes
- Wider workplace health initiatives
- Experience of healthy eating at work
- The ideal active workplace

The structure of this report mirrors the aims as identified above. Accordingly the findings of this study are conveyed in the following thematic sections:

- A discussion of the response rate for this study
- A discussion of the main findings in relation to the aims above
- This report concludes with a summary of the main findings and a list of recommendations that follow from these findings

The views of staff (respondents) were seen to be instrumental in assisting with the design and development of further workplace health initiatives in the South East region.

2. The response rate for the study

2.1 Selecting the respondents

We invited all local authority and NHS (i.e. Public Sector) organisations in the GOSE region to take part in the study. Contacts were made available via Sport England and Department of Health with assistance from Strategic Health Authorities in the region. At least one contact was provided for each of the organisations.

All respondents were contacted via email or by telephone to initiate a response. The following issues were relayed during this initial communication:

- The aims of the survey were conveyed to potential respondents
- The value of the research was conveyed to the potential respondents
- Potential respondents were informed that the study was to be conducted by Healthy By Nature Consultancy Ltd.
- Reassurances about confidentiality were given to the potential respondents
- A highlight of the 'quick-click' nature of the online survey with regards to time management

2.2 Methods & analysis

Respondents gave their views using a structured online questionnaire or via telephone once contacted by Healthy By Nature Consultancy Ltd. The fixed questions and responses provided by the questionnaire helped the respondents to reflect on their experience of the current level of physical activity within the workplace and intention to increase activity levels within the workplace.

To foster a greater response rate, an incentive of a prize draw for two tickets to a major sporting event in the South East was offered to all those that responded to the survey.

Descriptive statistics were used to make sense of the quantitative data yielded by the above structured questionnaire. The questionnaire also contained a number of open questions that enabled the respondents to state any other reasons not covered in the questionnaire. The response to this qualitative question was analysed thematically.

2.3 The overall response rate

All of the respondents who participated in this study completed a structured questionnaire either online or by completing the questionnaire on the telephone. Tables 1 and 2 (see below) provide details regarding the response rate for this study. The following general observations can be made from these tables:

- **In terms of the overall response rate it can be seen from Table 1 that the study yielded a total of 93 (83%) out of a total of 112 potential organisations.** This is a welcome response rate which is above the initial target of 65% as set by Healthy By Nature Consultancy Ltd.
- **There was a system in place to track individual responses through the email system.** This allowed for the accurate follow up of persons who had not completed within a given time. Encouragement was offered via telephone and from Sport England, Department of Health and Strategic Health Authority offices.
- **Table 2 shows that the majority (64%) of respondents were from local authorities.** This is not surprising as local authorities accounted for 63% of the total number of potential organisations. This figure therefore is reflective of the initial target and does not demonstrate bias towards a type of organisation.
- **The average size of organisations in terms of employees was 3,046 (n=85/93).** Across the GOSE region, within the public sector as highlighted within this survey a total of 258,940 employees are represented by the 85 organisations who shared their views. This further demonstrates the potential impact workplaces could have on the health of their employees given their size and the duration employees spend at work.

Table 1: The overall response rate for the study

Issue	Number and percentage	Additional comments
The total number of potential organisations for whom an attempt at establishing a contact was made	112 (100%)	<ul style="list-style-type: none"> • This number has been calculated from the initial contact lists provided by Sport England and Department of Health
Number of organisations for whom a contact could not be made	3 (2.6%)	<ul style="list-style-type: none"> • Emails were returned as non deliverable which initiated telephone calls • Telephone calls were either not returned (n=1) or could not be reached (n=2)
Of the potential respondents, how many refused to take part?	2 (1.7%)	<ul style="list-style-type: none"> • Of the two organisations that refused to take part their reasons were based on the fact that they had not thought or started an active workplace policy or the timing of the audit was not suitable
The final response rate	93 (83%)	<ul style="list-style-type: none"> • The response rate is encouraging. However, not all respondents answered each question. The actual response rate by question will be clearly displayed (i.e. n=91/93)

Table 2: A breakdown of the response rate (n=88/93) in terms of organisation type

Organisation type	Number	Percentage
Local Authority	56	64
Primary Care Trust (PCT)	10	11
Acute/Hospital Trust	14	16
Mental Health Trust	1	1.1
Other	7	7.9

Of the respondents that selected 'other' the type of organisation is listed below:

- Strategic Health Authority (n=2)
- Leisure Trust (n=2)
- Ambulance service (n=1)
- Department of Health (n=1)
- Community rehab and specialist services trust (n=1)

3. Findings relating to the study

3.1 Introduction

The following findings have provided a set of baseline data with regards to physical activity and healthy eating in the workplace. The findings also help to pinpoint the needs of public sector organisations in the South East to develop healthy workplace options and how best to monitor and evaluate outcomes.

3.2 Summary of findings - Physical Activity

Within this section of the audit we explored experiences of physical activity in the workplace, what is being done, where there are gaps and if organisations are evaluating their services.

- **When asked about the provision of physical activity within the workplace, the majority (69.9%) of respondents stated that what they do to get their workforce to be more physically active is 'patchy'.** A total of seven organisations (7.5%) do not have any service or systems in place. On a positive, 22.6% rate their services as 'well organised and supported'.
- **Most (55.4%) organisations are doing some kind of physical activity and are thinking about doing some more.** Chart 1 displays the other responses and it is important to highlight that six organisations (6.5%) are not yet thinking about introducing physical activity.

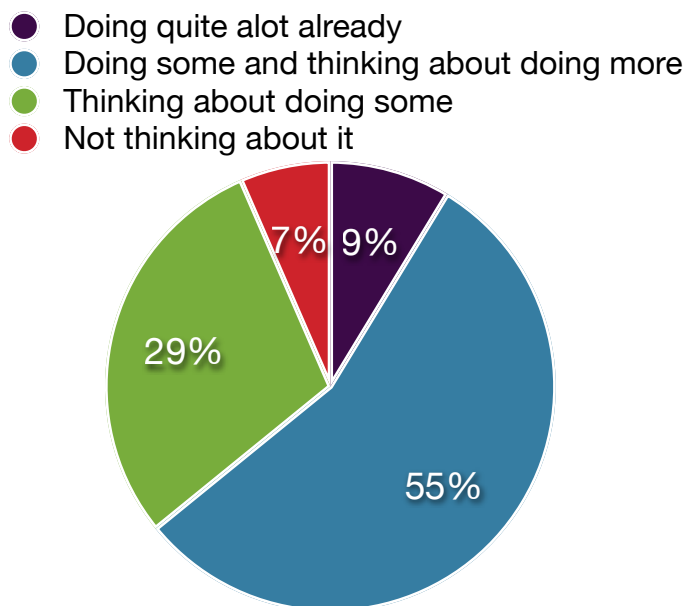


Chart 1: Are you getting your workforce more active? (n=92/93)

- **When asked about physical activity strategy within an organisation 11.8% (n=91/93) did have a written policy in place with another 42.4% intending to create a strategy for their organisation.**

Most organisations did not have a full time coordinator or a part time coordinator in place, 89.2% and 79.8% respectively. Encouragingly, there was support from senior management in 41.6% of organisations, with another 38.2% stating that it was their intention to gain support from senior management. Only 16.5% conduct a staff needs assessment, although 32.9% are intending to. With regards to partnerships with other organisations, 40.7% value other partners, although the survey could not expand on the type of partnerships available. Table 3 shows a complete breakdown of responses.

Table 3: In relation to physical activity strategy for your organisation, please tell us what you already have ('already in place'), are thinking/talking about ('intended') or can't/won't have ('not available')

	Already in place	Intended	Not available
Awareness and support at the most senior level of management in your organisation	41.6%	38.2%	20.2%
A group tasked with coordinating activity	36%	22.5%	41.6%
A full time paid coordinator	8.4%	2.4%	89.2%
A part time coordinator	8.3%	11.9%	79.8%
A written active workplace plan or policy	11.8%	42.4%	45.9%
An active travel plan or policy	33%	37.5%	29.5%
A staff needs assessment	16.5%	32.9%	50.6%
Means of monitoring and evaluating what you do to get staff more active	17.2%	32.2%	50.6%
External funding to support what you do	4.7%	23.5%	71.8%
Partnerships with other organisations	40.7%	27.9%	31.4%

The most common response (mode) is highlighted in bold.

The audit explored the types of services that were on offer to encourage staff to be more active. Table 4 demonstrates the type of services offered (n=92/93).

Table 4: Please also tell us which of the following services and resources you already have ('already in place'), are thinking/talking about ('intended') or can't/won't have ('not available')

	Already in place %	Intended %	Not available %
Cycle racks (open air)	74.1	3.5	22.4
Cycle racks (covered)	73.3	9.3	17.4
Shower/changing facilities	80.9	11.2	7.9
Corporate gym or leisure centre membership	72.7	8	19.3
Organised sessions within the workplace (sport, dance, yoga etc)	51.7	24.7	23.6
Health walks	42.7	27	30.3
Bike loan schemes	38.8	18.8	42.4
Pool bikes	26.5	12	61.4
Motivational slogans/posters outside of lift/stairwells etc	39.1	33.3	27.6
Healthy lifestyle grants or incentives	7.1	11.9	81
Personal health checks	47	15.7	37.3
Personal health advice/support	51.3	24.4	24.4
Information about getting more active on your intranet	40.7	32.6	26.7
Pedometers (machines to count steps taken) to give to your staff	27.7	26.5	45.8

The most common response (mode) is highlighted in bold.

Other responses included taster activities and information at staff conference events, massage therapies, health fairs and cycle training events. Providing a service however diverse or large is an encouraging step for an organisation to take and is often the first route to an integrated workplace health programme.

3.3 Summary of findings - Healthy Eating

Another important element to an overall healthy workplace is the availability, awareness and access to healthy eating products, information and advice. Within this section we sought the experience of organisations surrounding healthy eating at work and from this are able to draw direct comparisons to physical activity in the workplace.

- **We asked each organisation to describe what they do to support healthy eating and the majority 70.8% (n=89/93) stated that the provision was 'patchy'**. This compares to 69.9% with regards to physical activity. On a positive, 11.2% stated that support for healthy eating was well organised and supported. These findings are interesting in the fact that there appears to be no real difference between physical activity or healthy eating. A possible general conclusion is the introduction of workplace health initiatives are in their infancy and most organisations are in the process of introducing such activities rather than reporting on activities that have been in duration for a number of years.
- **When asked what stage organisations are at with regard to encouraging staff to eat well 39.1% (n=87/93) are doing some and thinking about doing more.** Although this does not compare to the figure of 55.4% with regard to physical activity, it may indicate that organisations are further ahead with healthy eating planning. Chart 2 displays the other responses. However, and with caution it should be noted that only 5.7% of organisations are doing quite a lot already.

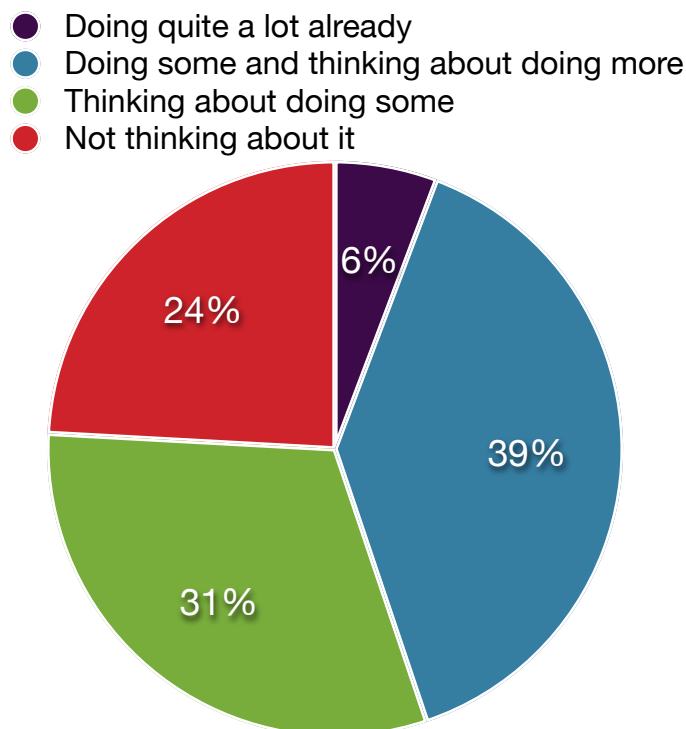


Chart 2: In relation to getting your staff to eat well, are you? (n=87/93)

- **With regards to healthy eating strategy, Chart 3 shows that the most common strategy or policy in place is a fair trade policy with 40.8% (n=49/93) of organisations stating that a policy is in place.** This is a very interesting point to note if we compare the fact that only 14.3% of organisations

have a sustainable and healthy food policy in place for the whole organisation. On a more positive note it can be seen that 38.8% of organisations do have a healthy catering policy in place. Two organisations clearly stated that although a policy was in place it was either out of date or needed reviewing.

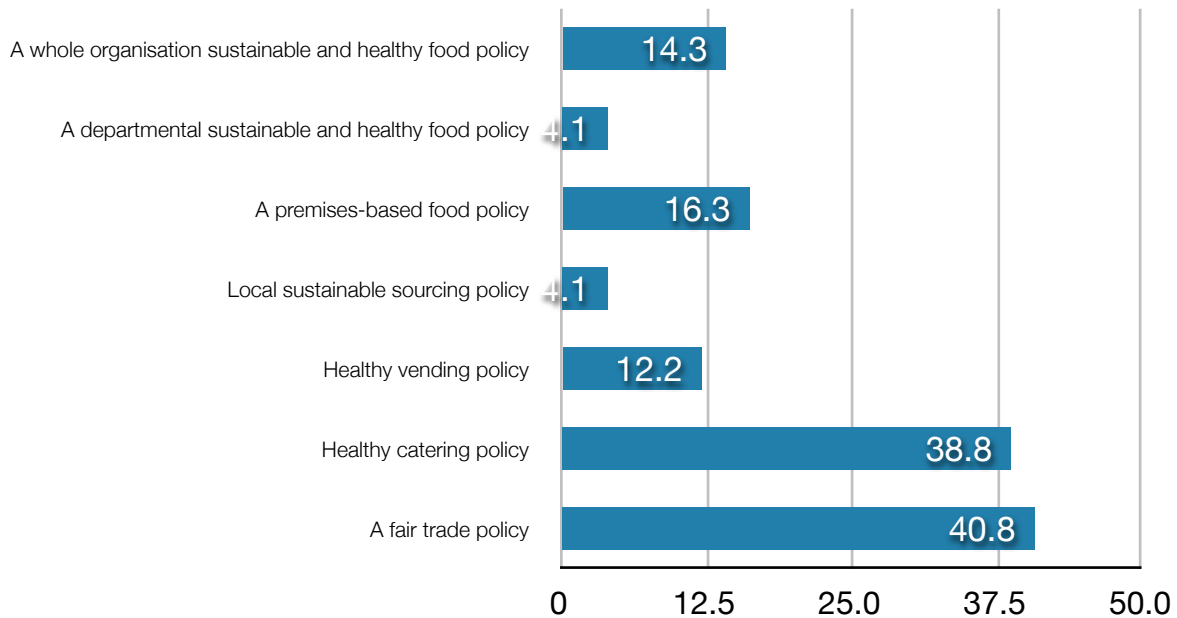


Chart 3: In relation to healthy eating strategy for your organisation, which of the following do you have? (n=49/93)

Two organisations offered further insight into healthy eating:

“We tried to have a healthy trolley in addition to existing snack machine, but it was met with much hostility, despite nothing was being taken away from staff. After a month of abusive emails we withdrew the service!!! However a visiting massage therapist offers nutrition support.”

“The staff restaurant provides a wide range of meals for staff - including salads/ good choice of vegetables, vegetarian options....”

- With regards to making the strategy happen, we asked organisations how healthy food activities are co-ordinated. **The most common response showed that a coordinating group was present with 45.8%** of organisations having access to a group.
- **Partnerships with external organisations featured strongly with 33.3% of organisations accessing external partners.** The constraints of this question did not enable access to the type of partners.
- **Only 4.2% report, monitor and evaluate food initiatives.** This is considerably less than those that evaluate physical activity services (26.1%).
- **A co-ordinator for healthy eating is in place in 29.2% of organisations,** this is considerably higher than the presence of a co-ordinator for physical activity which, was only present in 8.4% of organisations.

- **Similar to physical activity, a staff needs assessment was only present in 8.3% of organisations.**

It is recommended that for further development of healthy workplaces, the needs of staff are taken into consideration which, may lead to a more sustainable service.

- We explored the types of services and resources that are on offer in organisations to support staff to make healthier eating choices. Chart 5 (below) highlights the resources available. **To note 84.5% of organisations had access to freely available water.** A limitation of this question is that we could not ascertain how well each service is used.

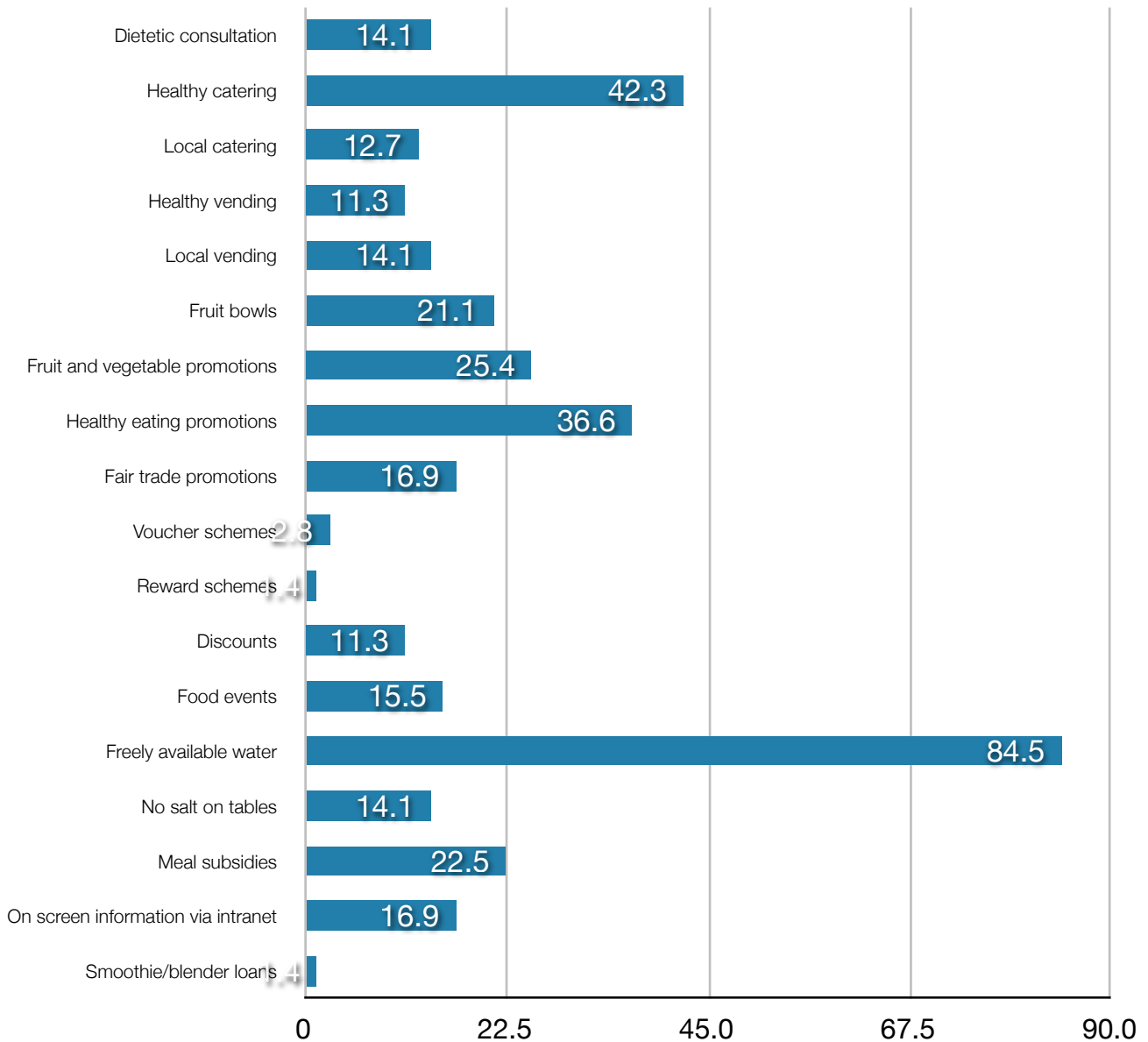


Chart 5: What initiatives and/or resources exist to support your organisation to eat more healthily? (n=71/93)

3.4 Evaluation of active workplaces

To further assist with the development of evidence towards the benefits of workplace health services we asked organisations about their experience of evaluating physical activity provision.

- **When asked “Do you monitor and evaluate what you do to get staff more active?” 73.9% (n=92/93) did not evaluate the effectiveness of their services.** Understanding if a service is being used and its benefits to both the staff and the organisation, is integral to the long term sustainability of workplace health initiatives. Evaluation, even at a simple and basic level, is an essential element of a healthy workplace scheme.

For the purpose of this section only those organisations who are actually evaluating their services (n=25) are included.

Chart 6 demonstrates at what stage organisations are at with regard to the evaluation of their physical activity services.

- Pre (planned an evaluation but haven't yet started services)
- Pre2 (planned an evaluation and have already started the services)
- Mid (we are currently monitoring our services but have not yet finished)
- Post (we have evaluated our services and have data/report completed)

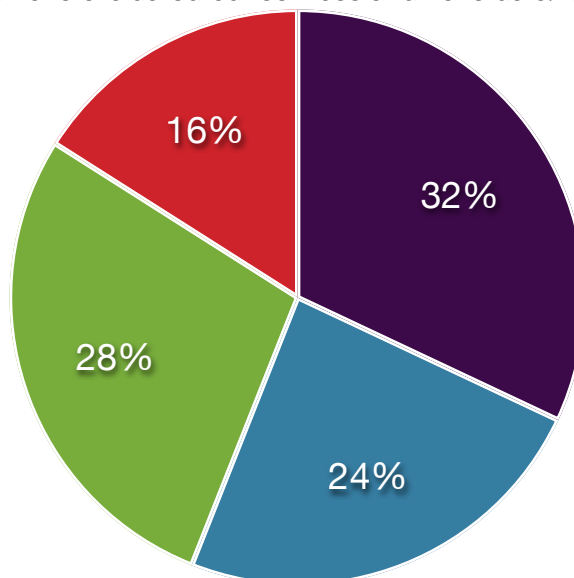


Chart 6: Stages of active workplace evaluation

It is encouraging to observe that 32% of organisations have given thought to evaluation prior to the services being introduced.

- **The majority, 96% conduct the evaluation in house.** It can be seen from a previous question that most services exist with little or no budget assigned to them. The fact that a total of 25 are able to monitor their services is a good foundation to build upon.
- **Most, 91.3% (n=23/25) are happy to be contacted with regards to their evaluation.** This is very valuable for the ongoing development of workplace health activities and how best to share and use this information will need consideration.

3.5 Accreditation and award schemes

Within this section we sought to explore awareness and views surrounding award schemes and if any wider accreditation was being followed.

Appendix 1 details a non exhaustive list of local and national accreditation or award schemes available to workplaces in the South East.

- With regards to the knowledge of accreditation or award schemes we asked respondents if they were aware of such schemes. **The majority, 86.4% (n=88/93) were not aware of such schemes.** This cements the need for an accurate and up to date list of all available schemes which, should be made available to organisations.
- Low levels of awareness naturally lead to low levels of take-up. **In fact only 5.7% (n=88/93) were, or have been involved in a scheme.** Interestingly, of the five organisations that were involved four offered to specify which scheme, the contents of which has been included in Appendix 1.
- **When asked if there was an interest in finding out more about accreditation or award schemes, 89.3% (n=84/93) responded positively.** This is a useful measure to determine how well the information provided in Appendix 1 would be received.

3.6 Wider workplace health initiatives

Within the scope of the audit an opportunity existed to further question respondents about other activities that are being undertaken in relation to improving the health of working people. It is for this reason that we asked organisations about wider workplace health initiatives.

Chart 7 demonstrates other activities being undertaken in the area.

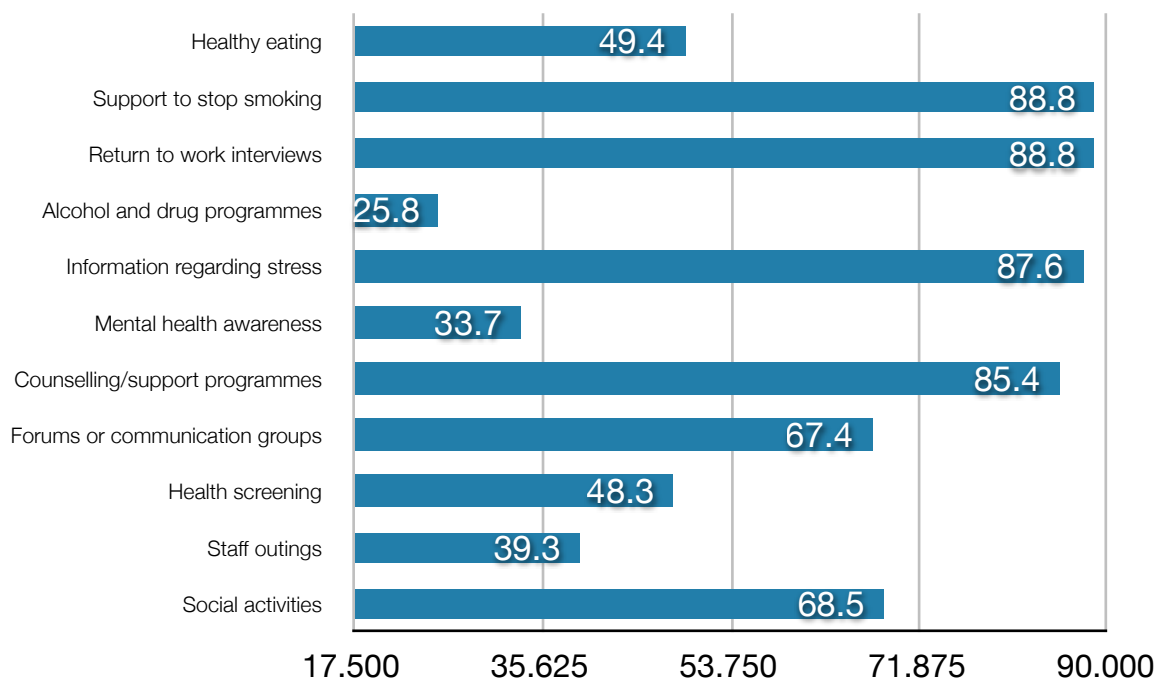


Chart 7: Information regarding wider workplace health initiatives (n=89/93)

- **It can be seen that most organisations (88.8%) provide support to stop smoking.** With the introduction of new legislation surrounding smoking it is encouraging to see that organisations are playing a pivotal role in assisting employees to stop smoking rather than favour an outright ban on smoking at work.
- **It can also be seen that most organisations (88.8%) provide return to work interviews** Return to work interviews play an important part in the long term success of absence management and are often used to identify recurring themes or common issues.
- **With regards to drug and alcohol programmes only 25.8% of organisations offer such a service within the workplace.** It is not clear if this is based on actual need or whether this service is not offered due to resource implications.
- Utilising staff outings and social events is taken up by many organisations as a means of team building or rewarding staff for work completed. The measurement of health improvement as a result of such activities is difficult to quantify and outside the scope of this report. However, we should not overlook the other benefits such as social cohesion and leadership that may be fostered through undertaking such activities.
- Organisations were given the opportunity to add any other activities that they may undertake. Massage and relaxation sessions was provided by one organisation with another organisation providing a 'wealth' of information via their occupational health unit.

The bringing together of numerous activities alongside physical activity will help play an important part in developing a healthy workforce.

3.7 The ideal active workplace

It is important to understand what information and resources are required to further develop a healthy workplace. This information is instrumental to Sport England and Department of Health and should form the basis of a strategy or plan aiming to increase the health of working age people.

We asked organisations to rank their most important needs with regards to support and assistance for developing physical activity in the workplace. Table 5, highlights these needs. The lower the rating average the more important it was to organisations.

Table 5: The following may be of help to get you started, or do more, to encourage your staff to get active? Please rate the following in order of importance to your organisation (n=84/93)

Rank	Area of support needed	Rating average
1	Having a designated budget	3.32
2	Hard evidence of the benefits	3.54
3	Good quality 'healthy living' information to give to staff	3.84
4	A staff needs assessment	4.02
5	More 'buy in' from senior management	4.07
6	A group tasked with coordinating activity	4.25
7	Case studies and examples of what others have done	4.37
8	Free consultancy on how to get started or do more	4.44
9	Accreditation or a quality mark	5.2
10	Other organisations to compete with (i.e. a 'steps' league)	6.56

As can be seen, organisations rated budget and evidence as their most important support need. In fact, both of these elements work in tandem with each other. For example, if the evidence for physical activity in the workplace is solid and grounded then, there is an assumption that funding will be directed towards this area. Currently the National Institute for Health and Clinical Excellence (NICE) are developing a set of guidance for encouraging employees to be more physically active. This guidance is in draft form and is due for production in May 2008. Prior to this guidance a draft report¹ is in consultation. It is recommended that following the production of NICE guidance a review is undertaken in the South East and acted upon.

Staff needs assessments are also rated as important to organisations. This supports earlier discussions surrounding the low deployment of staff needs assessments in the development of healthy workplaces. Without this information, organisations are unable to make informed decisions about introducing services.

¹ A review of effectiveness of workplace health promotion interventions on physical activity and what works in motivating and changing employees health behaviour, DRAFT, Dugdill et al, August 2007.

Less important to organisations is the option of free consultancy, accreditation and competitions with other organisations. Once further contact has been made with organisations it may be appropriate if the element of free consultancy is offered as staff needs assessments as these did rate as important to organisations.

Although accreditation did not rate important many organisations wanted information relating to accreditation. A possible reason for this is that getting a service off the ground initially is more important than gaining recognition, a process which occurs once something is underway. It is worth noting, however, that if quality standards are adopted from the start, organisations can save a great deal of time and resources by avoiding changes later on.

4. Recommendations

The findings in this report form the basis of the following recommendations for developing active workplaces in the South East region.

Table 6: Recommendations arising from this study

Recommendation	Detail	Action
1	There is an opportunity to raise awareness of the methods and benefits of evaluating active workplace interventions.	Provide information, support and training for organisations to evaluate workplace physical activity.
2	There is an opportunity to share information from organisations that have evaluated their services	Contact those organisations that are happy to share information with regards to their evaluation and make this information available to others.
3	Awareness of the benefits and availability of accreditation or award schemes is low.	Continue analysis of local and national schemes and disseminate results
4	Organisations identified having 'a designated budget' for healthy workplace activity as a key priority	The region could lobby government departments to support the business case for workplace health and help steer funding directly to organisations
5	Organisations identified having 'good quality healthy living information available for staff' as a key priority	Develop and disseminate good quality information (posters, leaflets, and web content) that can be customised to suit the local needs of staff
6	Staff needs assessments are a vital first step in the development of workplace health initiatives.	Develop and disseminate a template that can be easily adapted and utilised by organisations.

Recommendation	Detail	Action
7	NICE guidance for the promotion of physical activity in the workplace is under development.	Review the guidance (due May 2008) and agree action to take forward implementation in the South East.

The above form the recommendations that have arisen from this report.

6. Appendix 1

The following table details the accreditation and award schemes available to workplaces in England.

Name/By Whom	National/ Local	Physical activity focus Y/N	Guidance available	Launch date	Contact/further information
<p>Activate your workplace</p> <p>The Centre for Workplace Health, St Mary's University College, London.</p> <p>Funded by Sport England's Community Investment workplace health project in London</p>	<p>London</p>	<p>Y</p>	<p>The opportunity to become a recognised healthy workplace.</p> <p>'Activate your workplace' enables workforces to design, deliver and evaluate health initiatives to promote employee health and wellbeing. The programme is heavily subsidised by partner funding and therefore costs a reduced fee of £3,500 per workplace. The support and benefits of the project are far greater than the fee and include:</p> <p>A budget of up to £1,500 to support intervention and project launch costs.</p> <p>A £4,500 package from the Fitness Industry Association, including 30 free gym memberships and support from a fitness instructor.</p> <p>A consultancy and grant package from Transport for London worth up to £20,000. This can be used to develop healthy travel plans, and support for implementing these, such as provision of pool bikes and showers.</p> <p>Three workplace health training workshops and three outreach training sessions from our Outreach Coordinator, which will lead to the certification of a member of staff as a 'workplace health champion'.</p> <p>NHS support and facilitated access to services.</p> <p>On-going support throughout the year and help with any queries that arise.</p> <p>Assistance to carry out an internal employee health audit.</p>	<p>Launched in May 2007.</p> <p>A one year training and support programme, first intake of businesses June and July 2007</p>	<p>Monica Frost, Director</p> <p>Centre for Workplace Health</p> <p>St Mary's University College</p> <p>London</p> <p>Direct line: 020 8240 4204</p> <p>E Mail:frostm@smuc.ac.uk</p> <p>Sarah Spencer-Bowdage</p> <p>Project Co-ordinator</p> <p>The Centre for Workplace Health, Waldegrave Road, Strawberry Hill, Twickenham, TW1 4SX</p> <p>Direct line: 020 8240 4099</p> <p>Mobile: 07872 676 311</p> <p>Email: spencers@smuc.ac.uk</p>

Name/By Whom	National/ Local	Physical activity focus Y/N	Guidance available	Launch date	Contact/further information
Healthy Workplace Awards Scheme sponsored by Towers Perrin Business in the Community – Business Action on Health	National	Y	<p>Towers Perrin Healthy Workplace Award, supported by the Department of Health, in association with the Healthy & Safety Executive - recognising a company that is improving the health and wellbeing of its employees.</p> <p>The Towers Perrin Healthy Workplaces Award is designed for companies that can demonstrate a comprehensive approach to improving and maximising the health and wellbeing of their employees. Applicants will need to provide evidence of the positive results that have been achieved.</p> <p>Corporations involved:</p> <p>Boots, Standard Life, Unum, National Grid, RWE npower, Danone, Parcel Force, Abbey, Aramark, Health Work and Wellbeing (Government), Mother</p>	Closing date: February 2008	Fiona Hague - Awards Manager Business in the Community 137 Shepherdess Walk, London N1 7RQ http://www.bitc.org.uk/awards Direct Line: 020 7566 8668 Tel: (0)20 7566 8650 Email: information@bitc.org.uk
Think Fit/Well @ Work programme British Heart Foundation	National	Y	<p>Comprehensive Think Fit for Business Toolkit, with training workshops.</p> <p>Well @ Work programme conducted across England, evaluated October 2007</p>		http://www.bhf.org.uk/thinkfit Lisa Purcell: Email: l.purcell@lboro.ac.uk
Yakult Healthy Workplace Awards Yakult UK Ltd	National and regional awards	N	<p>A survey was carried out to launch Yakult's Healthy Workplace Awards 2007. Yakult is looking for the healthiest workplaces in the South-East to enter the regional heats. The winner of the nationwide contest will win a trip to Japan, the birthplace of Yakult, for six of the company's employees. Regional heat winners will receive a Yakult fridge.</p>	2007	Jane Power Yakult UK Ltd., Artemis, Odyssey Business Park, West End Road, South Ruislip, Middlesex HA4 6QE. www.healthyworkawards.com

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Worthing First Business Awards, Healthy Workplace Award Worthing First	Worthing, West Sussex	Y	The winner is the best performing organisation from within the council's Healthy Workplace Scheme.	October 2007	Worthing First, Portland House Richmond Road, Worthing West Sussex, BN11 1LT http://www.worthingfirst.org.uk Email: info@worthingfirst.org.uk . Tel: 01903 221 305
Worthing Healthy Workplace Initiative Worthing Borough Council	Worthing, West Sussex	Y	Gold, Silver & Bronze levels		Worthing Borough Council, Environmental Health Department, Town Hall, Chapel Road. Worthing. BN11 1HA. http://www.worthing.gov.uk Claire King, Healthy Workplace Officer, Tel: 01903 221224 Email: claire.king@worthing.gov.uk

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<p>Healthy Workplaces Award for Chorley & South Ribble</p> <p>Chorley & South Ribble, Lancashire</p>	Chorley & South Ribble		<p>To achieve the award organisations will be required to achieve elements in each of the 7 themes below at each level.</p> <ul style="list-style-type: none"> • Valuing employees • Occupational Health and Safety • Tobacco Control and Smoking • Positive mental health at work • Active Workplace • Healthy Eating • Alcohol and Substance Misuse. <p>An awards booklet is available from their website.</p>	1st awards presented 29th March 2007	<p>Award Administrator Kerry Crooks Public Health Development Specialist (workplace settings)</p> <p>http://www.healthworksonline.co.uk/index.asp</p> <p>Tel: 01772 644467</p>
<p>Hart Healthy Workplace Award Scheme</p> <p>Hart District Council</p>	All businesses located in the Hart area, Fleet, Hants.	Y	<p>Bronze Award - Awarded to organisations that can demonstrate commitment to the improvement of the health of employees as well as meeting legal/statutory health and safety requirements.</p> <p>Silver Award - This award will be given to organisations that meet the requirements of the bronze award and can demonstrate the existence of specific interventions on the following:</p> <ul style="list-style-type: none"> * Tobacco control * Promotion of physical activity * Promotion of good nutrition <p>Gold Award - The highest award level will be reserved for organisations that meet the requirements of the Silver award and can demonstrate the existence of a comprehensive package of measures to manage stress in the workplace. It will also include the promotion of a sense of well-being amongst employees.</p>	<p>Awards presented in September 2007.</p> <p>Valid for 2 years.</p>	<p>Hart District Council Civic Offices Harlington Way Fleet Hants, GU51 4AE</p>

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<p>Partners in Health, Workplace Health Award</p> <p>Morecambe Bay</p> <p>Primary Care Trust</p>	<p>Morecambe Bay, Kendal</p>	<p>Y</p>	<p>Partners in Health is a workplace health award scheme, run and supported by the Public Health Development team in Morecambe Bay. Organisations can sign up and participate in the scheme free of charge and then work towards three levels of graduated attainment via access to a range of tools, training and support to assess and improve the health of their workforce. Each organisation is supported on an individual basis, by the local workplace health specialist helping them to identify their needs for development.</p>	<p>Unavailable</p>	<p>Morecambe Bay, Primary Care Trust</p> <p>Tenterfield, Brigsteer Road</p> <p>Kendal LA9 5EA</p> <p>www.mbpct.nhs.uk</p> <p>Email:partnersinhealth@mbpct.nhs.uk</p>
<p>Heartbeat award</p> <p>Food Standards Agency</p>	<p>National</p>	<p>N</p>	<p>Food Hygiene Standards, Healthy Food Choices, No-smoking policy</p>	<p>Unavailable</p>	<p>http://www.food.gov.uk/multimedia/webpage/relainit</p>
<p>Investors in People (IIP)</p>	<p>National</p>	<p>Part</p>	<p>As part of the National standard, Investors in People has a focus on health and well-being at work. Health is a fundamental part of gaining the IIP standard and guidance, templates and information can be found on their website alongside a comprehensive resource pack.</p>	<p>Continuous</p>	<p>http://www.investorsinpeople.co.uk/Standard/Developingthestandard/health/Pages/Home.aspx</p>

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National Business Awards	National	N	The annual National Business Awards recognises the importance of health and work. The award system for health, work and well-being aims to identify and recognise companies for good practice in improving employees' health and well-being. Any company within the UK, whether public or private, can enter the award - regardless of size or industry.	Deadline for entry - early summer 2008	http://www.nationalbusinessawards.co.uk/NBAHome/Index.cfm
Active: The ISPAL Health and Physical Activity Recognition Programme Quality Leisure Management Ltd on behalf of The Institute for Sport, Parks and Leisure (ISPAL)	National	Y	The recognition award has an overarching focus on the provision of physical activity in the community. Within the assessment tool organisations should also demonstrate a commitment to providing a health promoting workplace for staff.	Continuous	http://www.qlmconsulting.co.uk/