



Get Physical workplace wellbeing roadshows

The Get Physical workplace wellbeing roadshows were held in November 2016 to promote health and wellbeing initiatives and strategies among NHS staff and patients and the wider workforce in order to improve health and wellbeing.

Around 220 managers working in the public and private sectors gathered to share best practice at the three events held at: Janssen/Johnson & Johnson, High Wycombe; Vodafone, Newbury; and BMW, Oxford. Together, they represented more than 120,000 employees.

Delegates heard presentations on the importance of health and wellbeing in preventing disease and in improving productivity in the workplace. They also heard how many private and public sector organisations in Berkshire, Buckinghamshire and Oxfordshire were successfully promoting health and wellbeing in their workplaces.

Get Physical is a partnership launched in 2015 to improve health and wellbeing in Berkshire, Buckinghamshire, Milton Keynes and Oxfordshire. It is co-ordinated by the Oxford Academic Health Science Network and includes the county sports partnerships of Berkshire, Buckinghamshire and Oxfordshire, NHS trusts, Public Health England, Health Education England and leading private sector businesses including Janssen/Johnson & Johnson, Vodafone, BMW and Unipart.



“Physical activity reaches the very foundations of illness and helps prevent 23 diseases including depression, diabetes and dementia. An active workforce results in 27% fewer days lost to sickness with productivity increasing by up to 15%.”

Dr William Bird, Intelligent Health

Key messages

- Science proves a direct link between lifelong inactivity and the diseases that cause premature death
- Health and wellbeing should be part of an organisation's business plan
- Mental and spiritual wellbeing is as important as physical activity
- Helping employees to be healthy is helping them to be their best
- Every £1 invested by an organisation in physical activity pays back £3-£4
- Those at the top of an organisation should lead by example
- Find your enthusiastic health and wellbeing champions in the workforce
- Ask your employees what would make them happier at work
- Take a case management approach to sickness absence
- There is lots of information and help to get you started
- Introduce healthier food options and encourage participation in physical activity
- No effort is too small – just make a start

Intelligent Health – the science behind wellbeing

Local GP Dr William Bird, chief executive of Intelligent Health, explained the science behind the direct link between a lack of physical activity and disease.

Humans are hunter gatherers designed to be on the move and connected to people and places, he told delegates. Human physiology has not changed in the last 100,000 years. Today's world, where many are stuck in offices and connected to their devices rather than to people and places, is therefore a hostile one.

The lack of physical activity leads to the release of free radicals in the body that cause premature aging and most of the common diseases that lead to death. The only cure is more physical activity, and the best activity is community based and has a purpose, such as the Green Gym – outdoor activity on a conservation project – and community activities.

Website: www.intelligenthealth.co.uk

Contact: <mailto:mwilliam.bird@intelligenthealth.co.uk>

Johnson & Johnson – Britain’s healthiest company

“I go to the gym during the working day. It’s OK not to be at your desk and to have time at the gym.”

Mark Hicken, managing director, Janssen

Johnson and Johnson was named Britain’s healthiest company in 2015 and was recognised as having the country’s healthiest workforce.

Pharmaceutical company Janssen, which has a base in High Wycombe and hosted the first Get Physical workplace wellbeing roadshow, is part of the Johnson and Johnson group.

Its success was down to making health and wellness of its workforce a core part of its philosophy and a key part of its ‘2020 goals’.

What does Johnson & Johnson do?

The company takes a holistic approach to create a culture of wellbeing that includes organisational as well as individual activities to inspire and engage with employees and processes to support and reinforce desired change.

Employees have access to:

- workplace gym and discounted membership to outside gyms
- free fruit at work
- healthy choices in the staff restaurant
- engaging wellbeing initiatives to promote physical activity such as the J&J global step challenge
- a two-day health and wellbeing workshop, Energy for Performance in Life
- bi-annual health assessments
- free biometrics testing
- processes to alleviate workload
- flexible working

“Helping employees to improve their health and wellbeing is helping them to achieve their personal best.”

Charlie Hamlin, organisation effectiveness manager, Janssen

Energy for Performance in Life

Energy for Performance in Life is a two-day workshop designed by the Human Performance Institute (now part of J&J). It takes a holistic approach to helping employees learn about fundamental energy management principals including identifying what is important to them in life and writing a personal mission. It includes four distinct but connected dimensions – physical, emotional, mental and spiritual.

It includes sessions on nutrition, exercise and the value of movement throughout the day, and the importance of a sense of life purpose. The programme has seen performance and employee engagement levels rise across the company.

Website: www.janssen.com

Contact: Charlie Hamlin

Buckinghamshire Healthcare NHS Trust – case management service

“62% of people we talked to said our intervention helped them to stay at work.”

Karon Hart, healthier lifestyles and staff wellbeing services lead, Bucks Healthcare

A new approach to managing sickness absence helped Bucks Healthcare to save £1 million and reduce sickness absence by 25% or almost 20,000 days a year. The approach won an award from the Healthcare People Management Association.

The NHS trust adopted an individual case management approach to sickness absence with a focus on improving health and wellbeing.

Case managers work with individuals to find out what would help them and make them happier at work.

This initiative has extended to organising or pointing people to counselling, specialist help, physiotherapy, understanding stress workshops, and occupational health.

Website: www.buckshealthcare.nhs.uk

Contact: karon.hart@buckshealthcare.nhs.uk



Some of the presenters and organisers from the BMW roadshow in Oxford (left-right):

Margaret Eaglestone, Oxford Health

Dr Paul Durrands, Oxford Academic Health Science Network

Keith Johnston, Oxfordshire Sport and Physical Activity

Deb Astles, Unipart Group

Grant Hayward, event chair

Amy Shearman, Oxford Academic Health Science Network

Dr William Bird, Intelligent Health

Martin Hall, BMW Group

Hannah Musson, Thames Valley and Wessex Leadership Academy

County sports partnerships – an easy way to get going

“Research shows that for every £1 invested by an organisation in health and wellbeing you get back £3 to £4.”

Brett Nicholls, Get Berkshire Active

The county sports partnerships offer a simple and effective way for businesses and their employees to get involved in physical activity. They can help with participation in activity, business planning and training. It is a particularly easy way for small businesses to get involved. Support includes:

- ‘Workplace Challenge’ – a national programme to get workplaces involved in sport and physical activity accessible to organisations from the smallest to the largest. Employees can record their activities online and receive points based on what they achieve. There are prizes and employees can compete against each other individually and as a business against other businesses. Training opportunities are available for workplace champions
- ‘GO Active Get Healthy’ – a programme to increase participation in physical activity and sport in those doing 30 minutes or less of physical activity a week. The programme offers motivational coaching, up to £100 of activity vouchers for leisure facilities, information on getting active and organised beginner-friendly activities
- health and wellbeing planning for businesses
- health MOTs and health drop-in sessions delivered on site
- bespoke business games and sports days and national participation challenges

Contact your local partnership:

Leap (Bucks and Milton Keynes) – Sarah Simmons ssimmons@leapwithus.org.uk
www.leapwithus.org.uk

Oxfordshire Sport and Physical Activity – Jane Trenchard jtrenchard@oxspa.co.uk
www.oxspa.co.uk

Get Berkshire Active – Nick West-Oram nick.west-oram@getberkshireactive.org
www.getberkshireactive.org

Vodafone – creating a community

“We believe there is a direct correlation between the health and happiness of our people and the profitability of our business.”

Richard Aspinall, Vodafone head of south east regional business

Vodafone set out to create a community to get the message across about health and wellbeing.

Its efforts include:

- having 100 health and wellbeing ambassadors across the group
- activity challenge events at which employees raise money for charity
- integrating wellbeing into the company’s messages wherever possible
- wellbeing roadshows that had healthy food, free chair massages and health assessments attended by 2,398 people

“You can do great things by taking advantage of the people in your organisation who are already passionate about health and wellbeing.”

Ria Ingleby, Vodafone UK health and wellbeing manager

Frimley Health NHS Foundation Trust – engaging staff

Frimley Health won the top prize at the 2016 CIPD (the professional body for HR and people development) People Management Awards for its outstanding employee engagement initiatives.

The trust has got staff involved in a huge number of initiatives including:

- the Get Berkshire Active workplace challenge
- the Shake Up September event
- physiotherapy workouts at work
- charity health runs, a velodrome challenge
- setting up workplace choirs
- planning an outdoor gym
- setting up staff social events
- holding health and wellbeing days

Website: www.fhft.nhs.uk

Contact: Melanie.Walker@fhft.nhs.uk

BMW – embedding healthy attitudes in workplace

“We have incorporated health and wellbeing into our business plan.”

Martin Hall, senior manager human resources BMW

BMW set itself the challenge of improving health and wellbeing in the workplace by both optimising the work environment and promoting healthy behaviour. Its programme has included:

- ergonomic improvements to the workplace and buildings
- workplace promotions around a variety of world health days
- workforce roadshows on mental resilience
- introduction of a health check station to measure key statistics such as blood pressure. This has been used by more than 2,000 employees
- encouraging 30% of its workforce to be vaccinated against flu
- health and leadership training for staff
- introduced physical activity such as lunchtime walking and walking football

“You can invest £2 billion anywhere in the world and get a factory like ours. It’s people that make the difference.”

Bob Shankly, director human resources BMW UK manufacturing

Website: moxford.plantsitecms.co.uk

Contact: Martin Hall

Unipart – health and wellbeing: where do you start?

Unipart’s health and wellbeing programme has improved employee engagement, reduced absence and accidents and is popular with staff. But what advice would it give to organisations just starting out?

“Harness enthusiastic people and provide them with the materials and ideas.”

Deborah Astles, HR director, corporate responsibility and policy, Unipart Group

There are lots of schemes and free resources out there you can use. Good ones are:

- Business in the Community www.bitc.org.uk/
- the Workplace Wellbeing Charter www.wellbeingcharter.org.uk/index.php
- Investors in People www.investorsinpeople.com/

Unipart used the Business in the Community Workwell Model – and was a winner in the 2016 Business in the Community awards www.bitc.org.uk/our-resources/case-studies/unipart-group-unipart-workwell

At the heart of the Unipart strategy is:

- encouraging people to take responsibility for their health and wellbeing
- supporting line managers to understand the impact of decisions on wellbeing
- removing or mitigating workplace factors that negatively impact on health and wellbeing

Other advice:

- keep your strategy simple
- there’s lots of free material and advice available
- ask your workforce what they want and appoint workplace champions

- join the Oxfordshire Workplace Wellbeing network
www.linkedin.com/groups/8515963/profile

Website: www.unipart.com

Contact: Deborah Astles



A group discussion at the BMW Get Physical workplace wellbeing roadshow

Oxfordshire NHS– supporting health and wellbeing in the workplace

“Health and wellbeing champions encourage and support our colleagues to embrace opportunities to improve their individual health and wellbeing.”

Margaret Eaglestone, health and wellbeing co-ordinator, Oxford Health NHS Foundation Trust

“We know that to engage our workforce, initiatives need to be made fun and accessible.”

Hannah Musson, programme manager for business development, Thames Valley and Wessex Leadership Academy, Health Education England Thames Valley

Initiatives undertaken by the NHS locally include:

- recruiting health and wellbeing champions across many disciplines in the workplace who share information with colleagues, get feedback, organise activities and attend networking sessions

- organise workplace events such as Dietitians Week where the aim was to support staff to be active and eat healthily
- linking in with national initiatives such as national walking month and Olympics-related events
- holding taster sessions at lunchtimes
- asking staff what's important
- promoting physical activity including walking routes to work, stair walking, and charity challenges
- introducing health checks, access to physiotherapy
- providing healthier food options

“No effort is too small. Start wherever you can and keep going.”

Anna Hinton, Health and Wellbeing Promotion Specialist, Oxford University Hospitals NHS Foundation Trust.

Website: www.oxfordhealth.nhs.uk

Contact: Margaret Eaglestone and Suzanne Bradshaw wellbeing@oxfordhealth.nhs.uk

Website: www.ouh.nhs.uk

Contact: Anna Hinton Anna.Hinton@ouh.nhs.uk

Website: www.hee.nhs.uk/hee-your-area/thames-valley

Contact: Hannah Musson Hannah.Musson@twleadershipacademy.nhs.uk

Delegates take away action plans

“There was a good balance of different types of presentations. I find the willingness of different stakeholders to share resources and experiences very encouraging.”

More than nine out of ten of those who responded to the post-events survey said the roadshows fulfilled their expectation. They added that more time for action planning would have improved them.

All the presentations scored highly. Delegates reported taking away a number of things they would do differently at their workplaces, including:

- organising more health and wellbeing events
- setting personal goals to take regular breaks, move more and have fun with physical activity
- finding what works for their organisation
- developing a health and wellbeing strategy for their organisation
- focusing on both physical and mental wellbeing
- signing up to the Workplace Challenge

The roadshows were attended by 223 delegates. More than half (122) were from industry, and there was representation from across the public sector and charities.

“Not only were the presentations useful from a business perspective but also from a personal one. My key take-home point was ‘give energy to get energy’.”

Businesses represented at the roadshows

Active Facilities Management Ltd	Grass Roots	Opendoorz
Alterar Ltd	Greenwich Leisure Limited	Oxford Biotrans Limited
Amey	Grundon Waste Management Ltd	Permaban Ltd
BMW	Healthwatch	Pitmans LLP
Business In The Community	Hunts Office Furniture & Interiors Ltd	QuintilesIMS
Caelum Solutions Ltd	In 2 Touch	Royds Withy King
CDK Global (UK)	Intelligent Health	Slimming World
Centrica	Janssen	SmokefreeLife Oxfordshire
City Mazes	Jennings	Smurfit Kappa
Collaborent Ltd	John Nicholls (Trading) Limited	Solutions4Health Ltd
Developing Potential	Kinnarps	Stafftalk365
Digital Fibre Limited	Leadership Development	Summit Therapeutics
Ernst & Young	Lewis Silkin LLP	Technogym
Gather & Gather	Lucy Electric	Unipart Group
Gi Group	Nuffield Health	Vodafone
GLL		Williams GP Engineering Ltd
		You HR Consultancy



