

Health and wellbeing solutions that work harder for your business and your people.

Wellness Programme



We're championing health and wellbeing in the workplace and are passionate about supporting companies and their people by helping them take a proactive approach to the issue and thereby reducing health risks. And that's why we've partnered with Sheffield Hallam University, who have been delivering their academically proven Wellness Programme to their own employees for over 10 years now, demonstrating significant and maintained health improvements.

With our Wellness Programme underpinning your own health and wellbeing plan, you can take positive steps to building a healthy company. You'll be empowering your staff by giving them the tools they need to make informed lifestyle changes, helping them to be healthier, fitter, more motivated and engaged.

Key features

- Proactive workplace wellbeing programme
- Available for 5 or more employees
- Empowers staff to make informed lifestyle changes
- Proven to elicit lifestyle and behaviour change and improve health risk factors
- Uses motivational interviewing to promote positive lifestyle behaviour change
- Develops a tailored action plan for individual change
- Developed by academics and validated by 10 years of data
- Assessments are carried out at your workplace, thereby ensuring minimum disruption to the working day
- Complementary workshops can be delivered at your workplace
- Helps you to build a healthy company
- Positions you as a caring employer
- Aids recruitment and retention

Our **Wellness Programme** is currently only available in selected areas of the UK. Please speak to your Business Development Consultant for more information.

Wellness Programme.

Our Wellness Programme is an innovative new concept in understanding workplace health and wellbeing. It combines an employee health and wellbeing assessment with behavioural change techniques, and is designed to help deliver long term benefits. Whilst traditional health screening may give employees their personal results, ours goes further by identifying the small changes that can have a big impact over time.

At a location of your choosing, employees will attend a confidential, hour long appointment assessing 6 key areas relating to current health, lifestyle and fitness:

- Cholesterol
- Blood pressure
- Diabetes risk
- Lung function
- Aerobic fitness
- Body composition

Our Wellness Programme isn't focussed on seeking ill-health in your employees. Instead it's designed to illustrate their current health levels and using motivational interviewing techniques, identify small, positive lifestyle changes which accumulate to make a substantial and sustainable difference to your employees' health.

We don't just 'give them the numbers', we explain exactly what all the results mean, and how improvements can be made – and in a realistic way for each individual. So we're not looking for employees to promise they'll be hitting the gym 5 evenings a week, as we know that for the majority of us, that's not realistic or sustainable. We know they are experts on themselves, so we'll help them set their own achievable yet challenging goals, giving them a sense of control and determination that lasts long after we meet.

Results are generated instantly within the session and will be explained to the employee who will also receive advice on how to make positive health and lifestyle changes. Working together, we'll agree goals and build a plan that is realistic and sustainable for them as individuals.

According to the latest figures from CIPD the overall cost to employers of workplace absence is **£554 per employee, per year**, with the average length of absence **rising to 6.9 days**

(CIPD Absence Management 2015).



Motivational Interviewing

What really makes the difference and sets our programme apart? It's the psychological technique of motivational interviewing that complements the fitness assessment.

By framing the discussion in this way, we can ensure a positive outcome where the employee can identify where they want to be and has a realistic pathway of how to get there, putting them in control.

Motivational interviewing is used to encourage individual responsibility for making lifestyle changes, without a reliance on a wellbeing practitioner. This in turn improves the long term impact and effectiveness of the programme.

It's employed to establish a personalised communication style for the individual, as well as an opportunity to provide tailored advice in a collaborative way.

We recommend that you **invite** your employees to participate in the Wellness Programme, making it a voluntary option. Whilst lots of employees will be really enthusiastic and embrace the opportunity, inevitably it won't suit everyone and some employees may not wish to take part. However, we anticipate that as people talk about their positive experiences, more people will want to take part.

The employee assessments can be carried out on site at your place of business, thereby minimising disruption to your working day. Once all the assessments have been carried out, we'll provide you with a high level report which will help you get a clear picture of the health and wellbeing of your organisation.

The report will help you identify any particular issues that may be affecting the productivity of your staff, allowing you to pick and choose from the menu of accompanying wellness workshops to meet those needs accordingly.

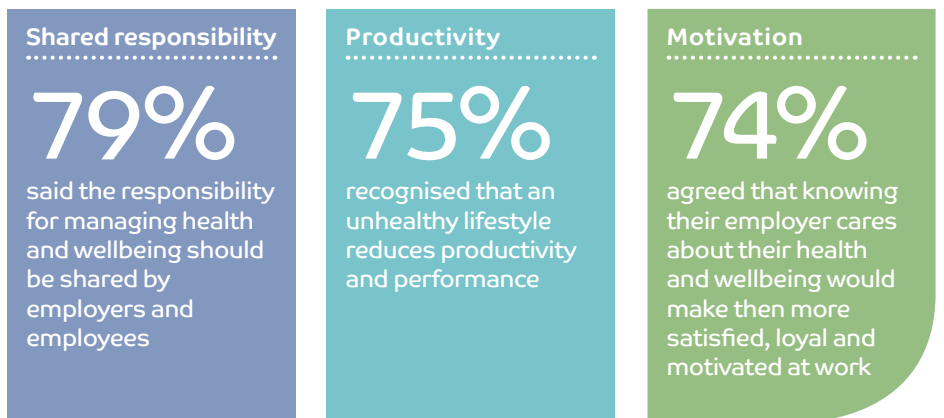
The employee assessments work best when delivered in conjunction with the wellness workshops, and again, these are carried out on site for your convenience.

Designed to deliver long term change, the real value comes from incorporating the employee assessments and wellness workshops into your ongoing health and wellbeing plan rather than conducting them as a one off.

Over time, you'll be able to compare year on year reports and results, see the improvements made to employees' health and wellbeing, how this correlates with reducing absenteeism, improving presenteeism, and measure ROI. The programme will help you track positive health outcomes and build a healthy company, and you're staff will really feel you care for them.

The employee view – Health and Wellbeing in the workplace (Westfield Health, 2014).

We asked **1,500 UK EMPLOYEES** from businesses across the country a range of questions about health and wellbeing in the workplace.



Workplace wellness workshops

Our series of workplace wellness workshops are designed to be delivered throughout the year, and will continue to reaffirm the key messages to make behavioural changes.

Think well.



Applied relaxation.

6 – 15 employees 1 hour

This workshop gives employees the opportunity to take time out from their work schedule and relax. Participation will assist in increasing awareness of anxiety symptoms, taking control of anxiety response in pressure situations and alleviating problems with sleeping.

Move well.



Back care and posture.

6 – 15 employees 1 hour

This workshop will help staff recognise the effects of sustained posture on the body and spine, and considers some strategies for body management in order to reduce these stresses on the musculoskeletal system.

Move well.

Exercise effectively.

6 – 20 employees 1 hour

This workshop focuses on assisting employees to implement an effective exercise programme to help plan and monitor a weekly exercise routine to support them in achieving their goals.



Think well.



Mental Health and Wellbeing.

6 – 20 employees 3 hours

Poor mental health is one of the top reasons for sickness absence in the workplace. Common problems include stress, anxiety or depression. However, as informed by scientific literature, there are steps we can take to achieve positive mental health.

This workshop will cover recognising the signs and symptoms of poor mental health and also support individuals in identifying the personal steps they can take to achieve positive mental and physical wellbeing.

Think well.



Performing under pressure.

6 – 20 employees 1 full day

A 1 day workshop designed to help staff develop a new perspective on stress. This workshop adopts the perspective of elite athletes to help employees recognise the sources of stress and provide specific skills to manage performance under stressful and pressured situations in the workplace. The workshop is delivered by British Psychological Society chartered psychologists (Professor Ian Maynard and Dr Joanne Butt).

Think well.



Resilience.

6 – 20 employees 1 hour

Resilience is the ability to remain productive, engaged and calm, even when under pressure.

This workshop raises the awareness of the relationship between resilience, health and performance and includes practice of simple resilience techniques that can easily be integrated into the working day.

Eat well.



Know your labels & portion sizes.

6 – 20 employees 1 hour

This workshop will help an individual make good choices in their diet through simple nutritional guidance and portion control.

Case study

Pilot with NHS staff.

Sheffield Hallam University carried out a six month pilot with 50 staff members at Sheffield Teaching Hospitals in 2012, which returned a saving of over £36,000 based solely on the reduced sickness absence of participants. The programme produced significant improvements in levels of aerobic fitness, weight and cardiovascular disease risk factors.

Almost nine out of ten participants agreed the project had a positive impact on their motivation to make changes to their lifestyle or health. This included physical activity (71%) and improving healthy eating (71%).

In a second study of 277 employees from three regional NHS Trusts, the highly favourable ROI, staff feedback and significant improvements in health were repeated.



of the 45% who had at least one risk factor,

42.9%

improved their health by reducing at least one risk factor within six months of starting the programme

£35.4m



If this figure was achieved across the NHS £35.4million would be saved over 10 years in addition to 300% ROI.

Risk factors involved:

BMI • Blood pressure • Total cholesterol • High density lipoproteins • Blood glucose



98% agreed the staff health and wellbeing programme would be a valuable workplace benefit



95% reported making changes to their health or lifestyle

97% rated their experience of the programme as excellent or very good



Developing your health and wellbeing strategy.

Whether you're just embarking on your journey or you're reviewing your current strategy, we're here to support you every step of the way with a range of valuable health and wellbeing planning tools, research insights and the latest information on the workplace wellbeing charter.

Speak to your Business Development Consultant to find out more.

Our friendly Customer Care Team is here to help



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