NSW Healthy Workers Initiative

A partnership between NSW Health and WorkCover NSW

Stakeholder Forum
April 2013
Introduction

Presented by Dr Jo Mitchell
Director (Acting)
Centre for Population Health
NSW Ministry of Health

and

Mr Tony Robinson
Director
Specialist Services Group
WorkCover NSW
Welcome

- First stakeholder Forum for the NSW Healthy Workers Initiative (HWI)
- National Partnership Agreement on Preventive Health (and the Variation)
- HWI is a joint Initiative of NSW Health and WorkCover NSW
- New area for health promotion delivery – the workplace
Forum delegates

- Variety of stakeholders in attendance from public and private sector – business and health
  - Business-related peak bodies
  - Transport Industry
  - Unions
  - Research and innovation in business and health
  - Health focussed NGOs – Cancer Council, Heart Foundation, Australian Diabetes Council, Action on Smoking and Health
  - NSW Health – Local Health Districts, Office of Preventive Health, Centre for Population Health, NSW Multicultural Health Communication Service
  - WorkCover
  - Other government - Mental Health Commission, Local Government NSW
Purpose of the Forum

To present the planned approach of the Initiative to key stakeholders and provide an opportunity to hear stakeholder views on the benefits and challenges of delivering the Initiative’s two key components: The Health Check Service and the Workplace Support Service.
Agenda

- Background to the Initiative
- Key elements of the Initiative
- Question time
- Participant feedback session
- Wrap up
Workplace setting

- Promote healthy and safe workplaces
- Address chronic disease
- Prevent injury and illness
WorkCover NSW partnership with NSW Health

- Healthy Workplace Service
  - Health Check Service
  - Workplace Support Service
  - Promotion to industry
Targeted Industries

- Workplace as a priority setting for health promotion
- 63% NSW population employed
- Initial phase of program – high risk industries
  - Manufacturing
  - Transport
  - Construction
Background

Presented by Ms Claudine Lyons
Manager
Strategy and Partnership Branch
Centre for Population Health
NSW Ministry of Health
What are Chronic Diseases?

- Chronic diseases are prolonged conditions that often do not improve and are rarely completely cured.
- Chronic diseases are the leading causes of death and disability in Australia.
- Chronic illness has a profound effect on the physical, emotional and mental well-being of individuals, often making it difficult to carry on with normal daily activities and relationships.
Our focus is on lifestyle related chronic diseases:

- Cardiovascular diseases cause about 16,000 deaths a year and almost 160,000 hospitalisations in NSW.
- In 2007 there were 2,435 diabetes related deaths in NSW and the incidence of diabetes has been increasing.

They share many of the same ‘modifiable’ risk factors.

Modifiable means changeable.

If we can change behaviours we can reduce the risk of lifestyle related chronic diseases.
Poor nutrition, physical inactivity, overweight and obesity, smoking and harmful alcohol consumption are all modifiable risk factors for chronic disease.
NSW is committed to:

- Reduce smoking rates by 3% by 2015 for Aboriginal people and by 4% for non-Aboriginal people
- Stabilise overweight and obesity rates in adults by 2015 and then reduce it by 5% by 2020
- Reduce total risk drinking to below 25% by 2015

The Healthy Worker Initiative will help NSW meet these commitments
Why workplaces?

- Most Australians are spending about one third of their lives at work
- Approx 60% of NSW adults are in the workforce
- In 2010, the approx NSW workforce participation rate for men was 70% and 56% for women
- The AIHW 2010 Risk Factors and Participation at Work report found that 96% of working age Australians had at least one chronic disease risk factor and 72% had multiple risk factors
- Workplaces can directly influence the well-being of workers and in turn their families and our communities
It makes good business sense

- There is an association between performance at work and overall health status.

- The healthiest Australian employees are approx 3 times more productive at work than their unhealthy colleagues.

- Employees with poor overall health status are more likely to be absent from work and 9 times more likely to have sick days compared to healthy employees.

- Poor employee health and absenteeism is costing Australian business $7 billion annually.

- The cost of presenteeism (not fully functioning at work because of medical conditions) is estimated at almost $26 billion in 2005-06.
Other benefits to workplaces include:

- Improved corporate image
- Increased staff morale, satisfaction and motivation
- Reduced employee turnover and related recruitment costs
- Increased ability to attract new employees
- Increased return on training and development investment
- Improved employee engagement and relationships
Benefits of workplace health promotion to employees include:

- Improved health and sense of well-being
- Increased morale, motivation and job satisfaction
- Reduced stress and greater capacity to enjoy life in and outside the workplace
- Improved understanding and awareness about health issues
From 2009 – 2012, half a million Victorian workers received a free confidential 15 minute Work Health check as part of WorkSafe Victoria’s WorkHealth program

Of the workers who said they were in ‘excellent’ or ‘very good’ health 36% of males and 37% of females were actually at high risk of diabetes

Overall 38% of workers at high risk of cardiovascular disease said they thought they were in ‘very good’ or ‘excellent health’
Thank you

- NSW Health website: http://www.health.nsw.gov.au
- Follow us on twitter https://twitter.com/NSWHealth
Key Elements

Presented by Prof Chris Rissel
Director
NSW Office of Preventive Health
NSW Health
Relationships

Ministry of Health

NSW Office of Preventive Health

LHDs

LHDs

LHDs

Private sector

Government Departments

Non-Govt agencies

Healthy Children Initiative

Get Healthy Service

Healthy Worker Initiative
NATIONAL PARTNERSHIP AGREEMENT ON PREVENTIVE HEALTH

- Healthy Children’s Initiative
- Healthy Workers Initiative

Aim: To address the rising prevalence of lifestyle related chronic disease by laying the foundations for healthy behaviours in the daily lives of Australians.

An agreement between the Commonwealth of Australia and the States and Territories, being:
- the State of New South Wales;
- the State of Victoria;
- the State of Queensland;
- the State of Western Australia;
- the State of South Australia;
- the State of Tasmania;
- the Australian Capital Territory; and
- the Northern Territory of Australia.

The agreement reforms Australia’s efforts in preventing the lifestyle risks that cause chronic disease.
Overall goals of the Healthy Worker Initiative

To contribute to the reduction of lifestyle-related chronic disease risk among adults in the paid workforce, with a particular focus on those aged 35 – 55 years
Overall goals of the Healthy Worker Initiative

**Health Check Service:**
To increase the number of workers who are aware of their risk of developing type 2 diabetes and cardiovascular disease and are provided with opportunities to reduce their risk.

**Workplace Support Service:**
To increase the proportion of workplaces that provide health promotion activities to workers to reduce their risk of lifestyle-related chronic disease

(focus on nutrition, physical activity, healthy weight and smoking)
Overview of the Healthy Worker Initiative

Workplace Recruitment

**Sources of Recruitment**
- Work Cover
- Peak Bodies
- HWI Website
- Others

LHD / Individual Worker Self - Referral
Overview of the Healthy Worker Initiative

Workplace Recruitment

Sources of Recruitment
- Work Cover
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- Others

Eligibility Criteria
- Selected LHDs
- Priority industries
- Workplace size
- Equity Considerations

NSW Government
Overview of the Healthy Worker Initiative

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LHD / Individual Worker Self - Referral

Health Check Service

Workers Health Checks (WC)
AUSDRISK, waist circumference & smoking

Advice (WC)
Referrals (GP, GHS, Quit line DPP)

Workers Health Report (if > 50 staff) or industry report

and/or

Workplace Support Service

Healthy Workplace Review (WC)
Action Plan Development (WC & LHD)
Support & Implementation (LHD)
Referral Support (NGOs and LHDs)

and/or

General Get Healthy at Work Service

GHS (Individual)
GH@W Website (Organisational)
LHD Support (individual and Org)
Implementation and Management Plan

PHASE 1

DEVELOP
Program and Concept Test
(April – June 2013)

PILOT
In 3 LHDs and 3 Industries
(July – Nov 2013)

EVALUATE
Pilot
(Dec 2013 – Jan 2014)

PHASE 2

ROLL OUT
In 3 LHDs
(Feb 2014 – Feb 2015)

EVALUATE
Analysis of program and workplace health data
(March – May 2015)

PHASE 3

REPORT
Program results and NPAPH Performance Benchmarks
(June 2015)

State Wide Roll Out & Monitoring
(July 2015 – Ongoing)
Health Check Service

- The Service will provide:
  - Assessments for the risks of Type 2 Diabetes, Smoking and Cardiovascular Disease
  - Brief advice on healthy eating, physical activity and quitting smoking
  - Referral to appropriate services based on the level of risk identified

- Assessments will be based on the: AUSDRISK tool, NSW Health ‘Let’s Take a Moment’ smoking screening tool, combined with waist circumference.
Health Check Service

**Diabetes**
(AUSDRISK)

- **Low risk (<6)**: General advice
- **Med risk (6 - 11)**: Refer GHS
- **High risk (≥12)**: GP Referral Letter

**Other CVD**
(AUSDRISK & plus waist measurement)

- **Low risk**: General advice
- **Med risk**: Refer GHS
- **High risk**: Refer GHS

**Smoking**
(AUSDRISK and 2 smoking questions)

- **If smoker**: Quitline

**Alcohol?**

**Workplace Stress?**

- Diabetes confirmed: GHS Diabetes Prevention Module continued if referred by GP
- Diabetes excluded: GHS Diabetes Prevention Module

NSW GOVERNMENT
Alcohol

- Standard assessment of alcohol as part of dietary intake
- General advice on alcohol consumption guidelines
- No summary information on alcohol to workplace

  - Voluntary participation
  - Confidentiality of results
  - No blood or urine tests
  - To be tested
What does the Get Healthy Service offer?

By visiting [www.gethealthynsw.com.au](http://www.gethealthynsw.com.au) or by calling 1300 806 258 (Monday – Friday 8-8pm), participants can join a free six months health coaching program.

<table>
<thead>
<tr>
<th>Information includes:</th>
<th>Health Coaching Program includes:</th>
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<tbody>
<tr>
<td>Telephone advice and support</td>
<td>10 free individually tailored, evidence based health coaching calls for a six month period, supported with a comprehensive coaching journal</td>
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<td>Comprehensive information kit</td>
<td>Your own university qualified health coach (such as Dietitians, Exercise Physiologists, Nurses and Psychologists) for the length of the program</td>
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<td>Opportunity to join the coaching program at any time</td>
<td>Telephone calls (around 10 minutes) from a coach at a time suitable for the caller</td>
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<tr>
<td>Referral to other services if required</td>
<td>Free translator services</td>
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<td>A cook book on graduation</td>
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<td>A quality service - relevant health assessments and clearances, training, monitoring and evaluation</td>
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## Changes in self-reported risk factors

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<tr>
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<th>February 2009 – June 2012</th>
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<tr>
<td>Weight (kgs)</td>
<td>An average of 3.8 kgs reduction in weight (i.e. 85.2kg–81.5kg)</td>
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<tr>
<td>Waist Circumference (w.c.)</td>
<td>An average of 4.9 cm reduction in w.c. (i.e. 100.2cm–95.8cm)</td>
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<tr>
<td>Vegetable Consumption (serves/day)</td>
<td>Average increase from 2.8 serves/day to 3.8 serves/day</td>
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<tr>
<td>Fruit Consumption (serves/day)</td>
<td>Average increase from 1.7 serves/day to 2 serves/day</td>
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## Profile of Get Healthy Service (GHS) participants

<table>
<thead>
<tr>
<th>Information only</th>
<th>6,565</th>
<th>(n=21,179)</th>
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<tbody>
<tr>
<td>Coaching</td>
<td>14,614</td>
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<tr>
<td>Gender</td>
<td>72.7% female</td>
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<tr>
<td>Age</td>
<td>50.7% aged 50 years +</td>
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<tr>
<td>Employment status</td>
<td>55.0% are employed (full time, part time or casual)</td>
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<tr>
<td>Educational attainment</td>
<td>45.1% have a high school education only</td>
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<tr>
<td>Indigenous status</td>
<td>3.3% - Aboriginal</td>
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<tr>
<td>Language spoken at home</td>
<td>92.0% - English</td>
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</tbody>
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GHS and NSW population comparisons

- 1st & 2nd quintile (most advantaged):
  - NSW adult population: 42.2%
  - GHS participants: 26.9%

- 3rd 4th & 5th quintile (most disadvantaged):
  - NSW adult population: 57.8%
  - GHS participants: 73.1%

- Major cities:
  - NSW adult population: 65.6%
  - GHS participants: 59.8%

- Outside of major cities:
  - NSW adult population: 34.5%
  - GHS participants: 40.2%
Quit Line

- The Quitline provides free, evidence-based smoking cessation telephone advice and support to smokers and recent quitters.
- Individually tailored advice.
- Quitline advisors provide advice on quitting smoking, strategies on preparing to quit, avoiding slip ups and staying smoke-free.
- Funded by the NSW Health, via The Cancer Institute.
- Approximately 25,000 inbound calls every year.
Workplace Support Service

1. Leadership engagement
2. Assessment /needs
3. Analysis
4. Action plan development
5. Implementation and support
6. Monitoring & evaluation

*Evidence based recommendations for a high quality organisational support service. Commonwealth Government. Healthy Workers Scoping Statement and Policy Framework 100210*
Workplace Support Service

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Healthy Workplace Review
(Environment, Policies, Absenteeism etc.)
Workers Health Report
(Health Check–Current Health Status)

1. Tailored Action Plan (WC & LHD)
   Goals based on smoking, nutrition, physical activity and alcohol
2. Support & Implementation (LHD)

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Funded NGO’S
- Nutrition
- Physical Activity
- Active Travel
- Tobacco Control
- Alcohol?
- Workplace Stress?

*Evidence based recommendations for a high quality organisational support service. Commonwealth Government. Healthy Workers Scoping Statement and Policy Framework 100210*
Workplace Support Service

- The Support Service will combine a best practice:
  - Healthy Workplace Review (potentially including a ‘Workers Needs Assessment’); and
  - Workers Health Report (if more than 50 workers); to develop a ‘Tailored Action Plan’ for the workplace

- Evidence based practices applied to ensure uptake of the plan

- For workplaces that are unable to develop or sustain ‘actions’ NGOs will be engaged to assist

- LHDs will develop an on-going relationship with the workplace and encourage long term implementation

Workplace Support Service (cont)

- WHO\(^1\) and DOHA recommend that a service needs to be multi-component, addressing more than one health behaviour in more than one way, to be successful

For example, as a minimum a service would address:

- Physical Activity with e.g. a bike rack and a lunchtime walking group; and
- Nutrition with e.g. a fruit box and different offerings in drink machines

- Best practice also recommends that workplaces are given an incentive to participate and that at least one activity involves a social activity to encourage good mental health practices
Proposed role of Health

- Lead the development and evaluation of the Healthy Workers Initiative
- Support the implementation of the HWI
- Manage the delivery of other state-wide services to support individual behaviour change
- Manage the delivery of Non-Government Organisation support and other programs
Proposed role of WorkCover

- Participate in the development, implementation and evaluation of the Healthy Workers Initiative
- Deliver specific components of the Healthy Workers Initiative, namely the Health Check Service, Workplace Support Service, and Business Engagement and Communication Strategy
Proposed role of Local Health Districts

- Identify workplaces that are keen to be involved in the HWI
- Support workplaces in developing, implementing and evaluating an action plan
- Offer various healthy lifestyle programs that individuals might join (Medicare Locals, Health Service programs, link to community programs)
- Advocate for improvements to environmental factors (eg built environment) around workplaces
Wrap up

Prepared by Ms Deborah Morris
Team Manager
Workplace Health & Engineering Services
WorkCover NSW
Overview

- Key issues
- Initial phase
  - Concept testing
  - Rolling pilot
- Further stakeholder engagement