Adult obesity, get healthy-
Healthy Workers Initiative

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NSW Health Innovation Symposium
Why workplaces?

- 60% of NSW adults are in the workforce
- Poor health costs business $$ billions
- 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 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

Partnership between Ministry of Health and WorkCover NSW
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)
NSW Healthy Worker Program Overview

Workplace Recruitment

Sources of Recruitment

- Work Cover
- Peak Bodies
- HWI Website
- Others

LHD / Individual Worker Self Referral
Workplace Recruitment

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

**Priority focus**
- Selected LHDs
- Priority industries
- Workplace size
- Equity Considerations

LHD / Individual Worker Self Referral

++ HWI may become available later in their industry or LHD
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Workplace Recruitment

Sources of Recruitment
- Work Cover
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- Others

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- Priority industries
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- Equity Considerations

LHD / Individual Worker Self Referral

Non Eligible Workplace or Individual Self Referral++

Health Check Service

Workers Health Checks (WC)
- AUSDRISK, waist circumference, height & smoking
- Advice (WC)
- Referrals (GP, GHS, DPP)

and/or

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

Workplace Support Service

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

and/or

General Services
- GHS (Individual)
- GH@W Website (Organisational)
- LHD Support (individual and Org)

++ HWI may become available later in their industry or LHD
Implementation Plan

**PHASE 1**
- **DEVELOP**
  - Program and Concept Test
  - (April – June 2013)

**PHASE 2**
- **EVALUATE**
  - Series of Pilot programs
  - (Dec 2013 – Jan 2014)
- **ROLL OUT**
  - 4 priority industries in 3 LHDs
  - (Feb 2014 – Feb 2015)
- **ROLL OUT**
  - 4 priority industries across NSW
  - (July 2014 – Feb 2016)

**PHASE 3**
- **ROLL OUT**
  - Next top 4 priority industries across NSW
  - (Feb 2016 – Feb 2018)
- **ROLL OUT**
  - Next top 4 priority industries across NSW
  - (To 2018)
Health Check Service

**Diabetes (AUSDRISK)**
- Low risk (<6): Advice and offer GHS
- Med risk (6 - 11): Refer GHS
- High risk (>=12): GP Referral Letter

**Other CVD* (AUSDRISK & plus waist measurement combined with BMI (kg)/height(m^2))**
- Low risk: Advice and offer GHS
- Med risk: Refer GHS
- High risk: GP Referral Letter and refer GHS

**Smoking (AUSDRISK and 2 smoking questions)**
- If smoker: Quitline

**Alcohol? Workplace Stress?**

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Diabetes confirmed: GHS Diabetes Prevention if referred by GP
Diabetes excluded: GHS Diabetes Prevention & DPP
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
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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<tr>
<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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<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></td>
<td>A quality service - relevant health assessments and clearances, training, monitoring and evaluation</td>
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## Changes in self-reported risk factors

<table>
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<tr>
<th>Risk Factor</th>
<th>Change Description</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>
</tr>
<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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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 – varies by SIZE

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

1. Leadership engagement
2. Assessment / needs
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1. Tailored Action Plan (WC & LHD)
   - Goals based on smoking, nutrition, physical activity and alcohol
2. Support & Implementation (LHD)

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

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

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

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

3. Analysis
   - Expert Agency
     • Nutrition
     • Physical Activity
     • Active Travel
     • Tobacco Control

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*
Size of the challenge

~ 680,000 business (although only 37% employ workers)

~ 255,000 small business with employees (1-19)

~30,000 med to large business (20+)

Four Year delivery program (Mid 2014 to Mid 2018)
• 1000 work days available in four years

@100% coverage would require 255 small business and 30 large business to be addressed every single day & 360 employees
## Service Delivery layers

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<th>Broadcast Information and self help tools</th>
<th>Group Events</th>
<th>Individual Businesses</th>
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<tr>
<td>• Websites, advertising etc</td>
<td>• Campaign - call to action</td>
<td>• Specific (but template driven) plans</td>
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<td>• DIY assessments</td>
<td>• Specific forums or integrated into other events</td>
<td>• Tailored to situation/evidence</td>
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<tr>
<td>• Information aligned to test results</td>
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Thank you

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