



# Introduction of the Health@work.hk Project



衛生署  
Department of Health

# Overview

- Overview on workforce health promotion
- Experience of the first phase of the Project
- Introduction of the second phase of the Project
- Roles of dietitians / nutritionists in WHP

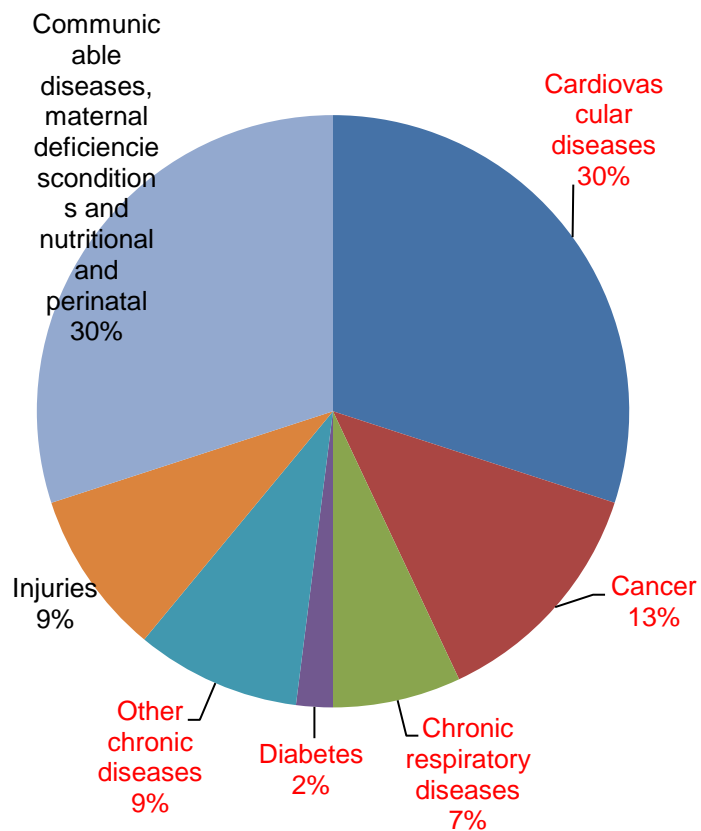
# Background

# Why tackle NCD?

NCD represented 60% of all deaths globally

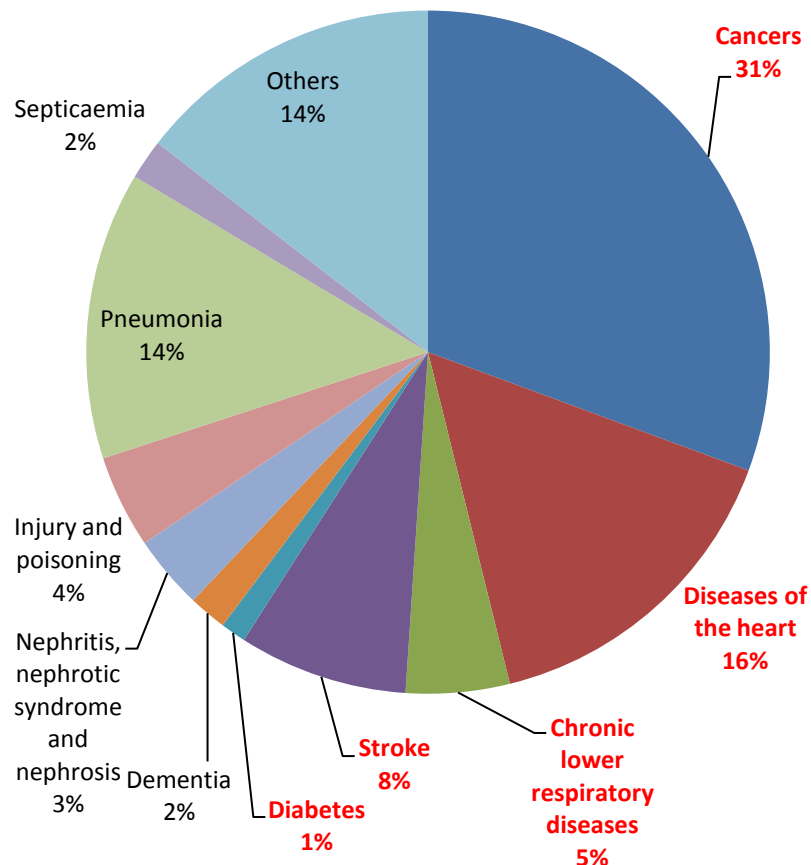
NCD are leading causes of death in HK (>60%)

Projected main causes of death, worldwide, 2005



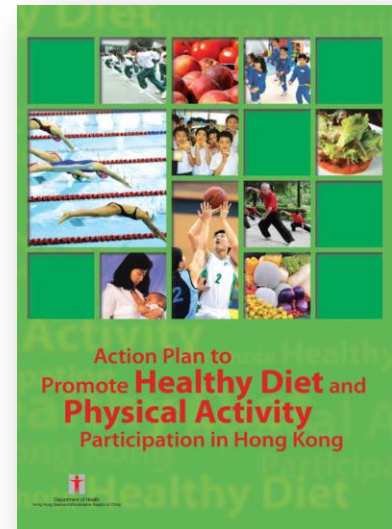
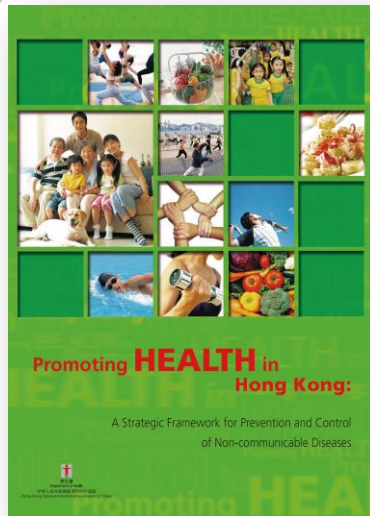
(Source: WHO, 2005)

Proportion of all registered death in HK, 2010



Source: Department of Health, Census and Statistics Department

# Why target the workplace?



## PEOPLE

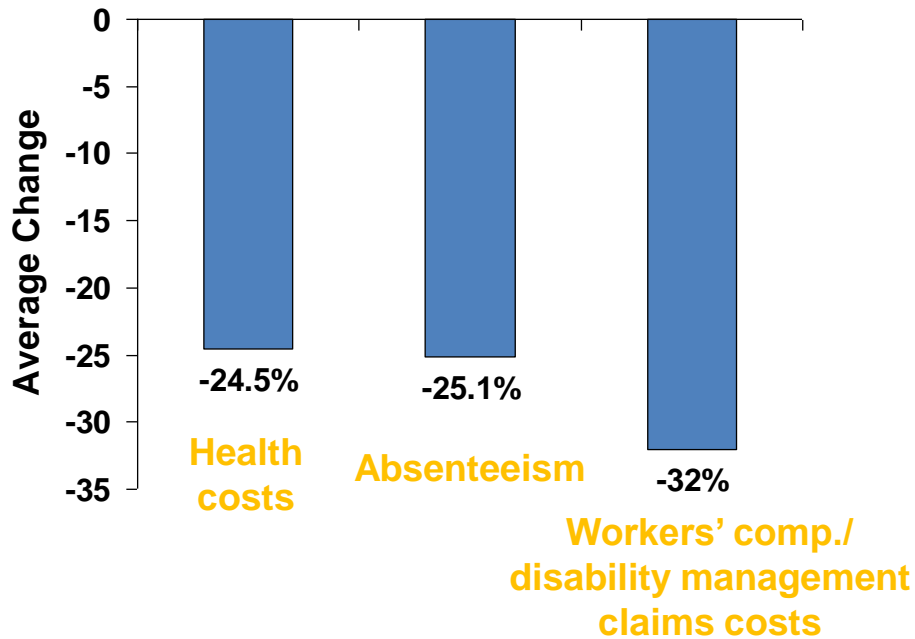
Non-communicable diseases prevention actions

## Environment

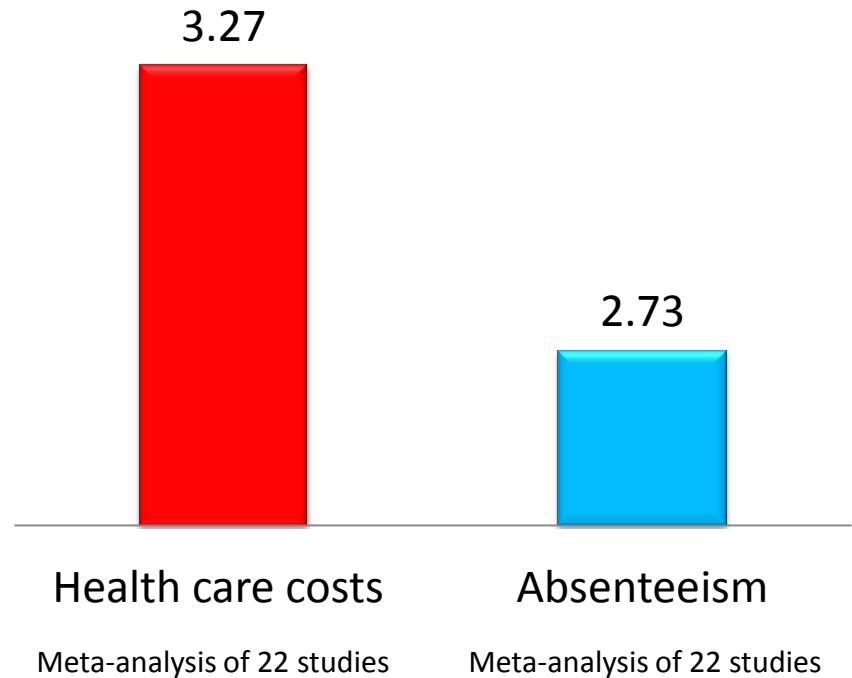
Setting-based approach for health promotion

# Why promote health in the workplace ?

## Worksite health promotion economic return



## The Return On Investment (ROI) in Workplace Wellness Programs



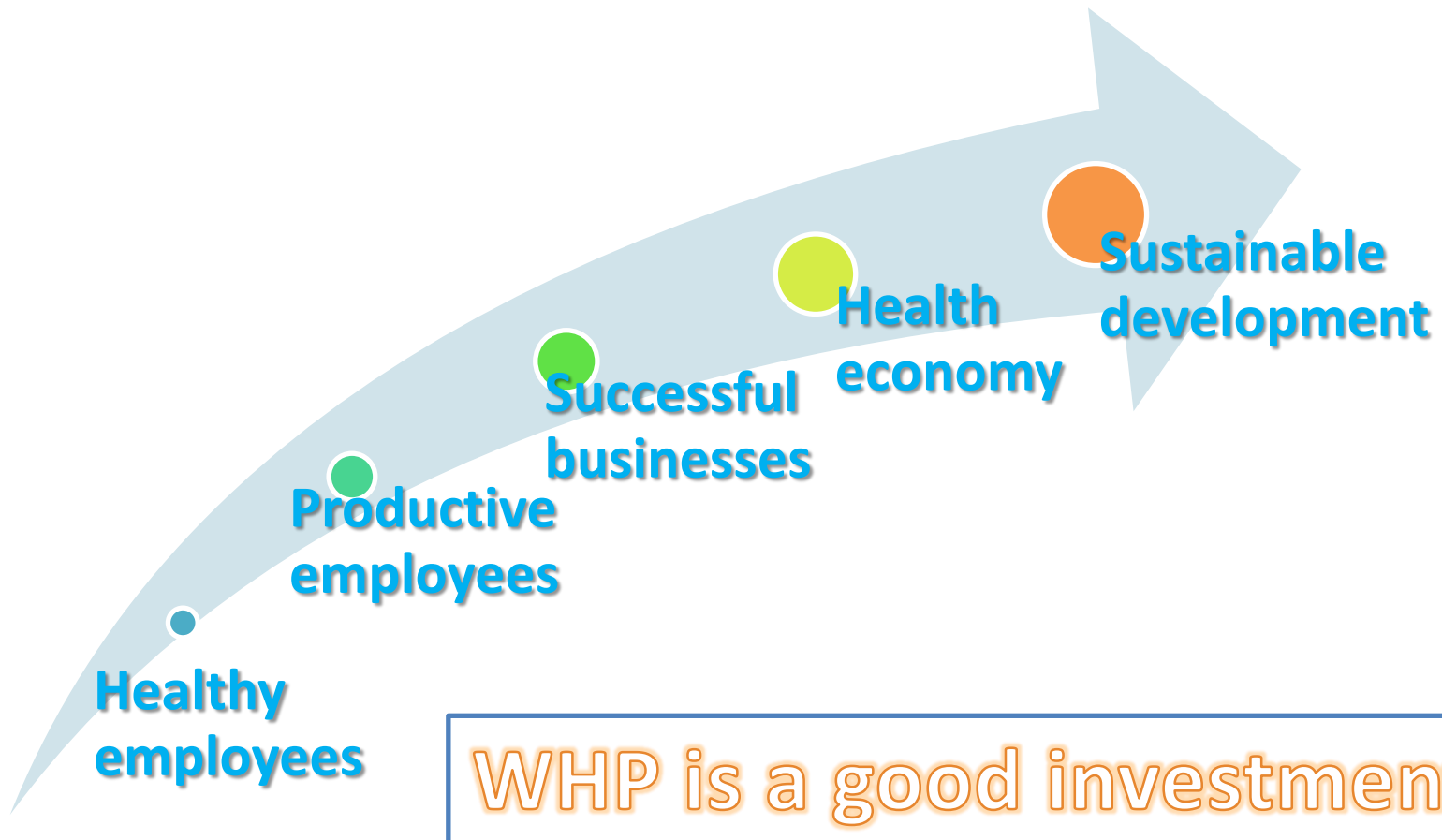
Source: Chapman LS. Meta-evaluation of worksite health promotion economic return studies: 2012 update. Am J Health Promot. 2012 Mar-Apr;26(4):TAHP1-TAHP12.

Source: Baicker, Katherine, David Cutler, and Zirui Song. 2010. Workplace wellness programs can generate savings. Health Affairs 29(2): 304-311.

# Workplace Health Promotion

“Combined efforts of employers, employees and society to improve the health and well-being of people at work”

Luxemburg Declaration, 1997






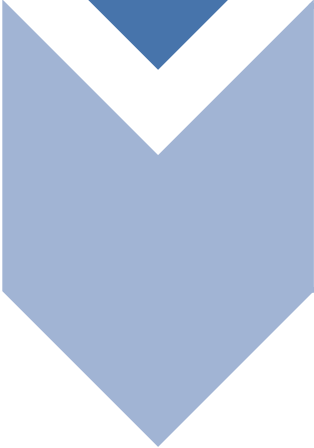
Experience sharing



# Objectives



- To develop a model of Workforce Health Promotion that will increase health awareness and literacy of the workforce



- To assess the feasibility, acceptability, effectiveness and efficiency of the model of WHP

# Participants

19 Companies

~2000 staff

**Construction**  
**Insurance**  
**UNION**  
*Education*  
**Accountant**  
**Foreign exchange**  
**Property Management**  
**Health**  
**SCIENCE**  
**Retail**  
**Telecommunication**  
**Engineering**  
**Government**  
**Laboratory Testing**

西曆 2010 年 9 月 农曆 歲次庚寅年 【虎】

日	一	二	三	四	五	六
			1 廿三	2 廿四	3 廿五	4 廿六
5 廿七	6 廿八	7 廿九 關鬼門	8 三十 白露	9 初一	10 初二	11 初三
12 初五	13 初六	14 初七	15 初八	16 初九	17 初十	18 十一
19 十二	20 十三	21 十四	22 十五 中秋節	23 十六 中秋節翌日	24 十七	25 十八
26 十九	27 二十	28 廿一	29 廿二	30 廿三		

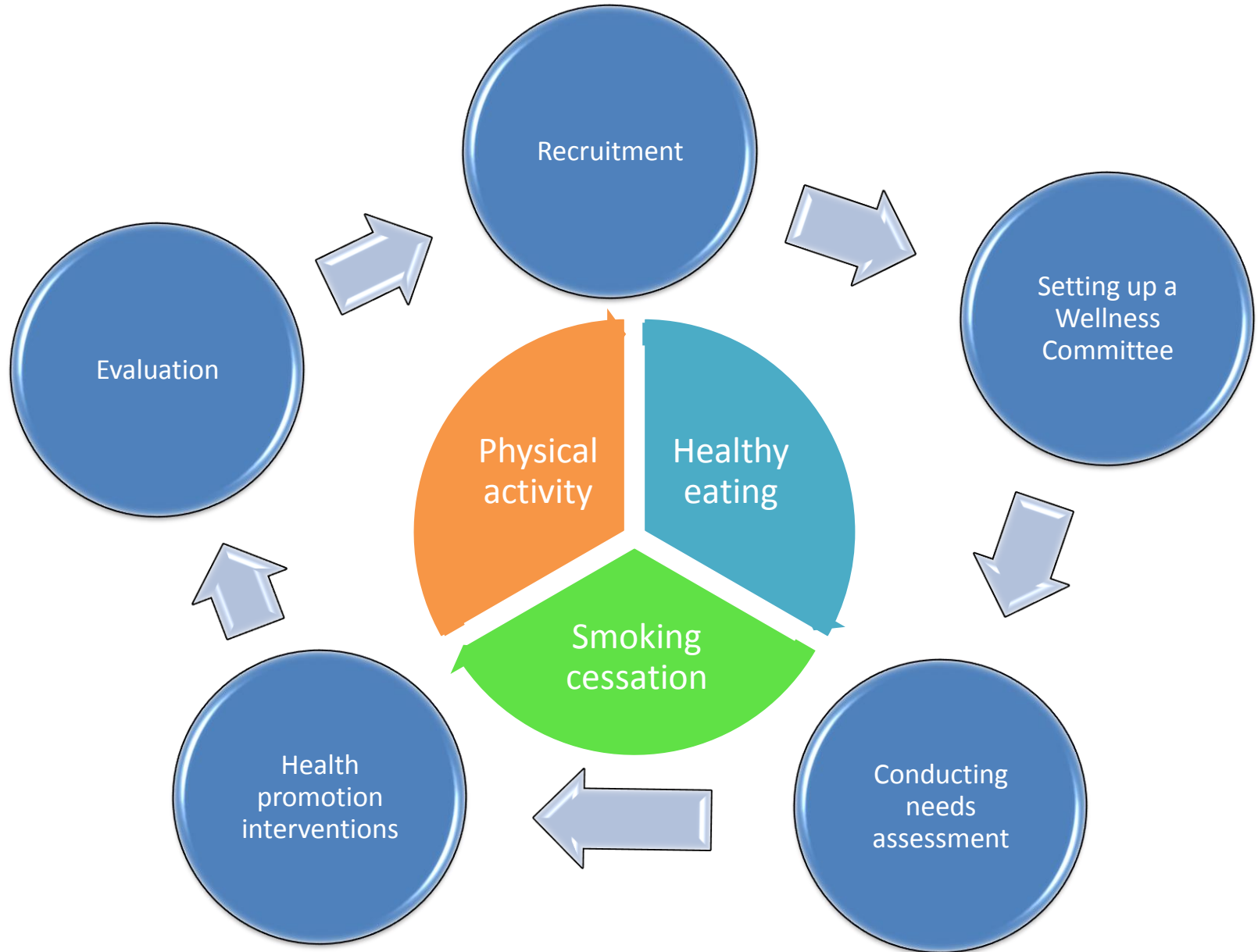


15 months

西曆 2011 年 12 月 农曆 歲次辛卯年 【兔】

日	一	二	三	四	五	六
				1 初七	2 初八	3 初九
4 初十	5 十一	6 十二	7 十三 大雪	8 十四	9 十五	10 十六
11 十七	12 十八	13 十九	14 二十	15 廿一	16 廿二	17 廿三
18 廿四	19 廿五	20 廿六	21 廿七	22 廿八 冬至	23 廿九	24 三十 平安夜
25 聖誕節	26 聖誕節翌日	27 初三	28 初四	29 初五	30 初六	31 初七

# Components



# Data collection

Needs assessment

Evaluation

Staff health questionnaire survey at "Health Day"

Corporate survey

Site visit

Post-workshop survey

Structured interview with WC members

Health@work.hk Pilot Project

Health@work.hk Pilot Project

1. Gender  Male  Female

2. Age  18-24  25-34  35-44  45-54  55 and above

3. How often have you been diagnosed with diabetes by a doctor?  No  Once (don't know how?)

4. Blood glucose (fasting)  Normal  Impaired  Diabetic

5. Weight  Normal  Overweight  Obese

6. How many family members?  0  1  2  3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26  27  28  29  30  31  32  33  34  35  36  37  38  39  40  41  42  43  44  45  46  47  48  49  50  51  52  53  54  55  56  57  58  59  60  61  62  63  64  65  66  67  68  69  70  71  72  73  74  75  76  77  78  79  80  81  82  83  84  85  86  87  88  89  90  91  92  93  94  95  96  97  98  99  100

健康在職先導計劃 – 公司問卷  
Health@work.hk Pilot Project – Corporate Questionnaire

本問卷為「健康在職先導計劃」健康在職先導計劃，是為「健康在職先導計劃」的一項工作，請各參與公司之員工填寫此問卷。此問卷之資料將用於「健康在職先導計劃」之研究，並作為「健康在職先導計劃」之參考資料。此問卷之資料將由「健康在職先導計劃」之研究人員負責處理，並不會向任何人士透露。此問卷之資料將由「健康在職先導計劃」之研究人員負責處理，並不會向任何人士透露。此問卷之資料將由「健康在職先導計劃」之研究人員負責處理，並不會向任何人士透露。

公司資料 Company Information

公司名稱  
Name of company

參與計劃的工作部門名稱  
(即參加公司參與)  
Name of participating workplace  
(if not the whole company participant)

地址  
Address

公司負責人  
Name  
職位  
Position

聯絡人  
Name  
職位  
Position

員工數目(本公司)  
No. of staff (whole company)

員工數目(參加計劃的工作部門)  
No. of staff (participating workplace)

工作性質  
Job nature

製造工作  
Manufacturing

服務工作  
Service

體力勞動員工  
Manual worker

文職工作員工  
Clerical worker

健康在職先導計劃 – 實地觀察檢查表  
Health@work.hk Pilot Project – Checklist for Site Visit

請以參加計劃的工作部門為單位填寫。  
Please provide information pertaining to the workplace to be involved in the pilot project.

公司資料 Company Information

公司名稱  
Name of company

地址  
Site visit address

日期及時間  
Date and time of site visit

參加計劃的工作部門  
Participating workplace

公司負責人  
Name  
職位  
Position

聯絡人  
Name  
職位  
Position

工作時間  
Working hours, including shift work

參與計劃的工作部門  
Participating workplace

實地觀察檢查表  
Site visit checklist

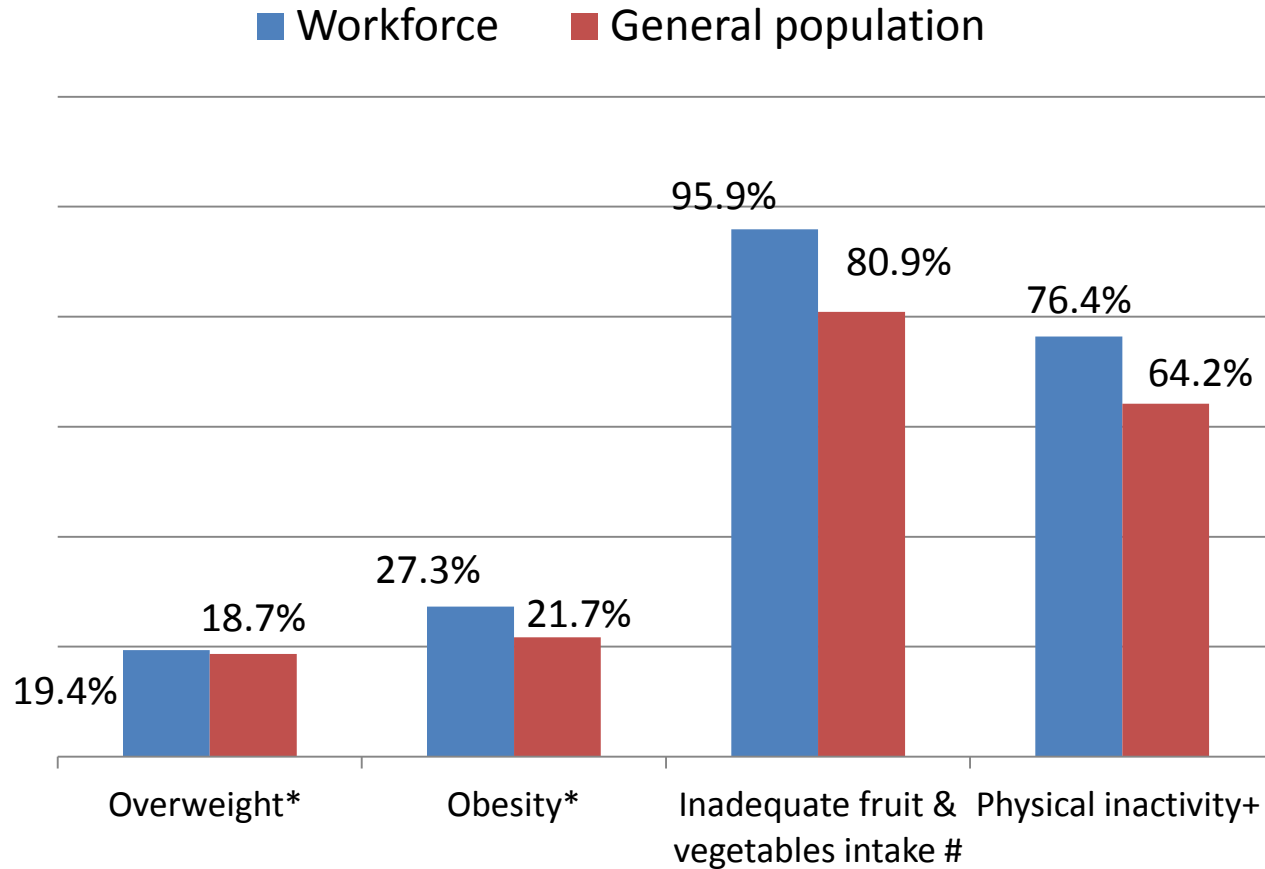
此問卷之資料將由「健康在職先導計劃」之研究人員負責處理，並不會向任何人士透露。



Refinement

Improvement

# Workforce health status



Workforce: N= 1100

General population: Behavioural Risk Factor Survey (BRFS) 2010

\*Weight status by WHO classification (Asian standard)

#DH recommends adults to consume a daily intake of at least 2 servings of fruit and 3 servings of vegetables.

+ Not meeting WHO's recommended level

✓ Current smokers accounted for 11.8% of all "Health Day" participants.

# Health promotion interventions

Joyful Fruit Day (16)

Read Nutrition Labels for Choice of Snacks (18)

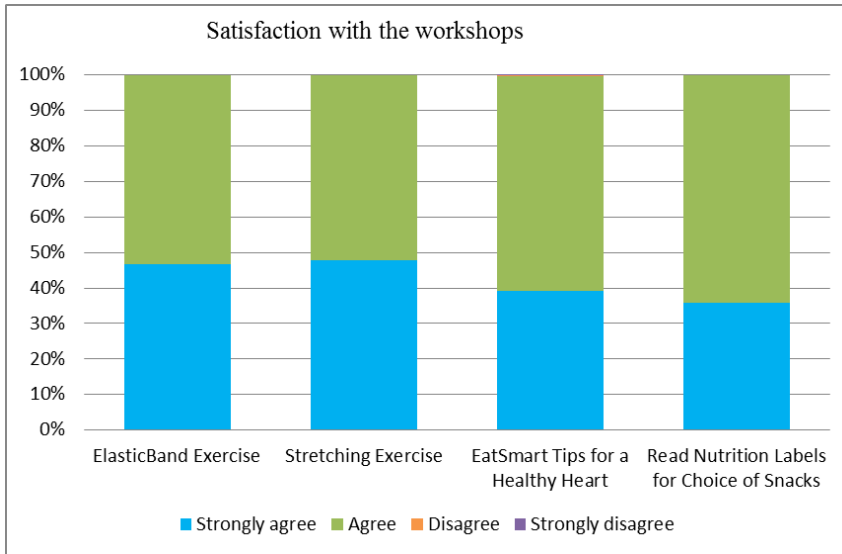
EatSmart Tips for a Healthy Heart (19)

Get Moving – on Your Feet (14)

Stretching Exercise (19)

Elastic Band Exercise (18)

# Employee perspective



- ✓ Participants' **satisfaction** was generally high (99.8%) across the spectrum of health promotion interventions
- ✓ Over 96% would **recommend** these workshops to other colleagues.
- ✓ The majority of respondents (over 98%) agreed or strongly agreed that the subject matter helped them in the **practice** of healthy lifestyle.



# Wellness Committee perspective

## (a) Health promotion interventions and information

- ✓ **Health promotion activities and health information**

- informative
- useful

- ✓ **Instructors**

- professional
- knowledgeable

- ✓ **Souvenirs**

- attractive
- easy to use

- ✓ **Workshop duration**

- optimal

- ✓ **Generated synergistic effect**

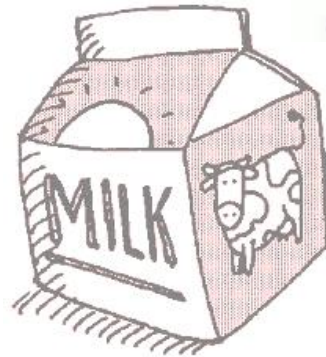




# Wellness Committee perspective

## (b) Environmental changes

- ✓ Some organisational changes related to healthy lifestyles were observed and reported by WCs
- ✓ Examples:



# Wellness Committee perspective

## (c) Resource implications

- ✓ Acceptable
- ✓ Affordable
- Time
- Human resource requirement



# Wellness Committee perspective

## (d) Challenges for organisations

- ✓ Some organisations identified challenges which included:
  - Difficulty in maintaining the momentum and staff interest in the health promotion activities
  - Lack of appropriate facilities for organising sports games and training after office hours

# Success factors (I)

Active leadership and organisational commitment

Corporate-centric approach

Case management approach

Needs assessment and evaluation

# Success factors (II)

Close collaboration with other stakeholders

Taking company size and structure into account

Synergistic effect on overall population health improvement

# Conclusion

- ✓ The WHP Pilot is considered a workable model for the local business community.
- ✓ The [Health@work.hk](http://Health@work.hk) Project has commenced its second phase with the aim of developing a sustainable and cost-effective model for application in the wider business community.



參與

Join us at

健康

在職計劃

Health@work.hk Project



攜手營造健康工作間 Make wellness work in your workplace

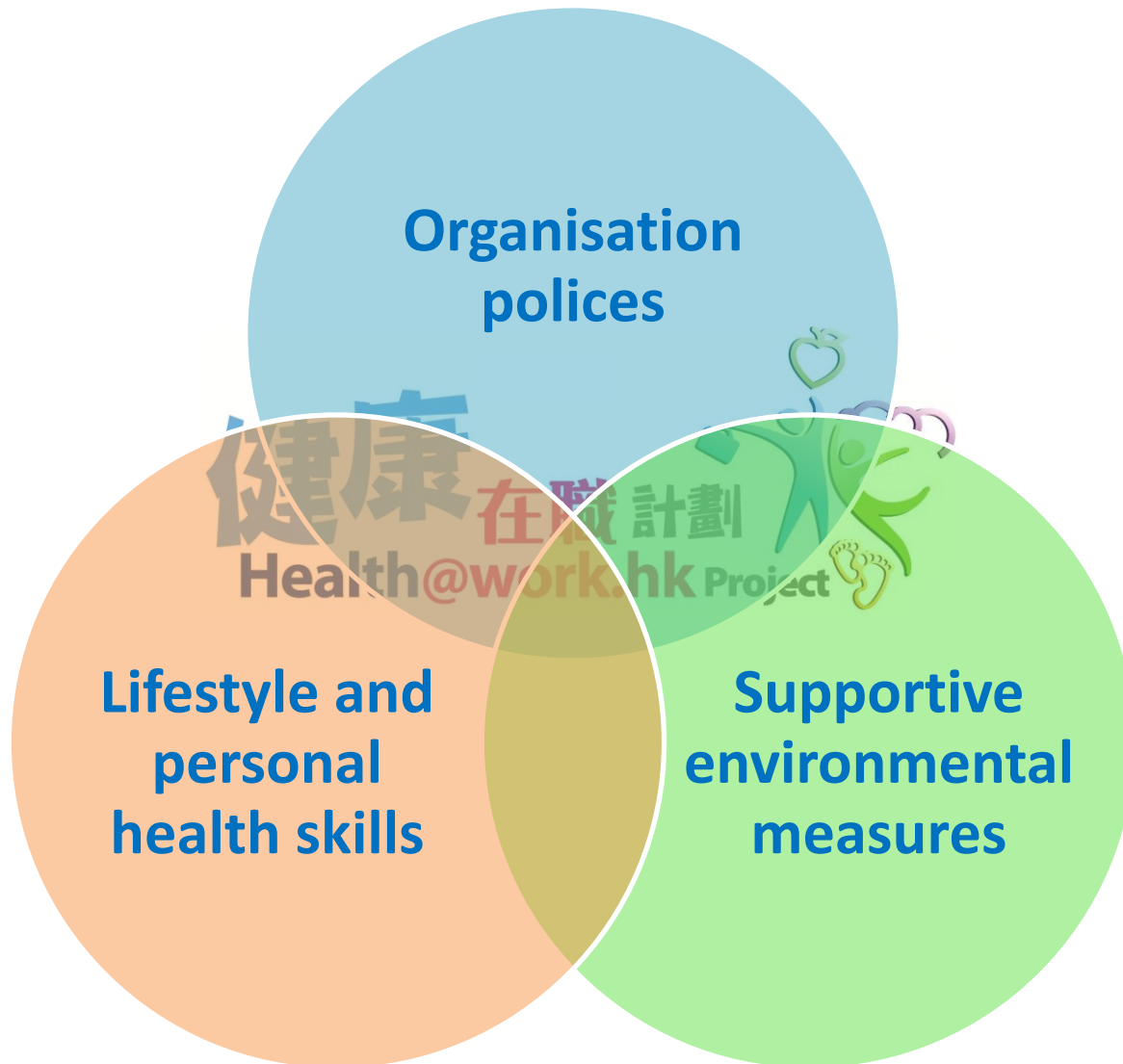
# Second phase of the Health@ work.hk Project

# Main Focus





# 3 types of interventions



# Main areas



Healthy eating



Physical activity



Smoking cessation



Alcohol use



Baby friendly workplace

**Project evaluation**



**Set up wellness committee**



**Corporate questionnaire and site visit**

Company

DH



Service providers

Other health promotion partners



**Recommend and conduct health promotion events**



**Health Day**



# **Roles of Community Dietitians**

# Ottawa Charter

## Health Promotion Action Means

- Building Healthy Public Policy
- **Create Supportive Environments**
- **Strengthen Community Action**
- **Develop Personal Skills**
- Reorient Health Services
- Moving into the Future

# Strengthen community action

- Health promotion cannot be achieved by the Department of Health alone.
- It requires the collaboration of all sectors (Govts, health sectors, social sectors, NGOs, industries, etc).

# What you can do to promoting health in workplace?

## **1. Developing personal skills**

You can provide health information, education to the staff / organisation. Enhance their skills so they can have great control over their own health and over their environments.

# What you can do to promoting health in workplace?

## **2. Create supportive environments**

- As a health consultant, you can assess the workplace and provide guidance on how to modify the diet environment.
- Make the workplace more conducive for healthy eating by providing more healthier options. So, the staff can make healthier choices.



# Health education resources



<http://www.chcu.gov.hk/healthatwork>

Email: [health\\_chcuweb@dh.gov.hk](mailto:health_chcuweb@dh.gov.hk)



參與

Join us at

健康

在職計劃

Health@work.hk Project



攜手營造健康工作間 Make wellness work in your workplace

End of Presentation

Thank you