

Multifactorial health programming – the 21st Century approach to health

Leanne Scanes
Dietitian
Managing Director
Corporate Bodies International



Presentation Overview

1. Why health
2. The past ten years
3. Factors that effect someone's health
4. Case study 1 – FIFO operation
5. Case study 2 – Multisited multi resource company
6. Making health a better business decision



Introduction

Over representation of life-style related health problems within blue-collar industries.

Health costs very little, sickness costs a lot!

Health is an important economic strategy for businesses.



Importance of Health

New age of Human Capital:

- Rapidly aging workforce in the mining industry
- Looming shortage of skilled and unskilled workers
- Current and growing health issues are in response to labour shortages and aging workers
- People are the key to the success of every mining operation
- Old ideas are being replaced by new health and productivity modelling for business



Factors that effect performance

- Organisational culture (company values, beliefs, policies and practices)
- Employee health (physical and mental)
- Level of technology and equipment
- Employee training, skills and knowledge
- Supervision and leadership



Workers Compensation 06-07

Workers compensation statistics:

- Mining 6818.10 claims per 100,000 people (up from 5241.9)
- Average days of claim 29.8 days
- Average daily cost per claim \$138.65 (up from \$113.95 in 2003)
- Muscular skeletal claims more than 50% of all claims
- \$22.6M in payments in 2006-2007

Source: [Queensland Workers' Compensation Scheme Statistics Report 2006- 2007](#)



Costs of Poor health

Direct Costs:

- Wellness and Prevention campaigns
- Medical treatment for injuries and illness

Indirect Costs:

- Lost work time (absenteeism, workers comp)
- Impaired performance (working while not 100%)
- Ripple effects through to other employees



Workplace Health Promotion and OH & S

In the context of OH & S health is often seen from the level of prevention of workplace injury and illness – not from the platform of enhancing health and wellbeing.

This is highlighted by the way that workplace OH & S programs are prioritised, with safety & rehabilitation issues addressed first.



Presentation Overview

1. Why health
2. **The past ten years**
3. Factors that effect someone's health
4. Case study 1 – FIFO operation
5. Case study 2 – Multisited multi resource company
6. Making health a better business decision



What is a wellness program

Change in focus from:

- providing medical services
- providing exercise facilities

Change in focus to:

- holistic and self management programs
- addressing culture/organisation, environmental factors and individual behaviours



Adhoc Approach

Adhoc approach:

- companies not storing useable data from year to year
- many providers 'fighting' to keep their slice of the OHS budget
- lack of cohesion amongst sites within the same company group
- Great programs and providers with the same goal outcome 'better health' not working closely together



Corporate Bodies Data

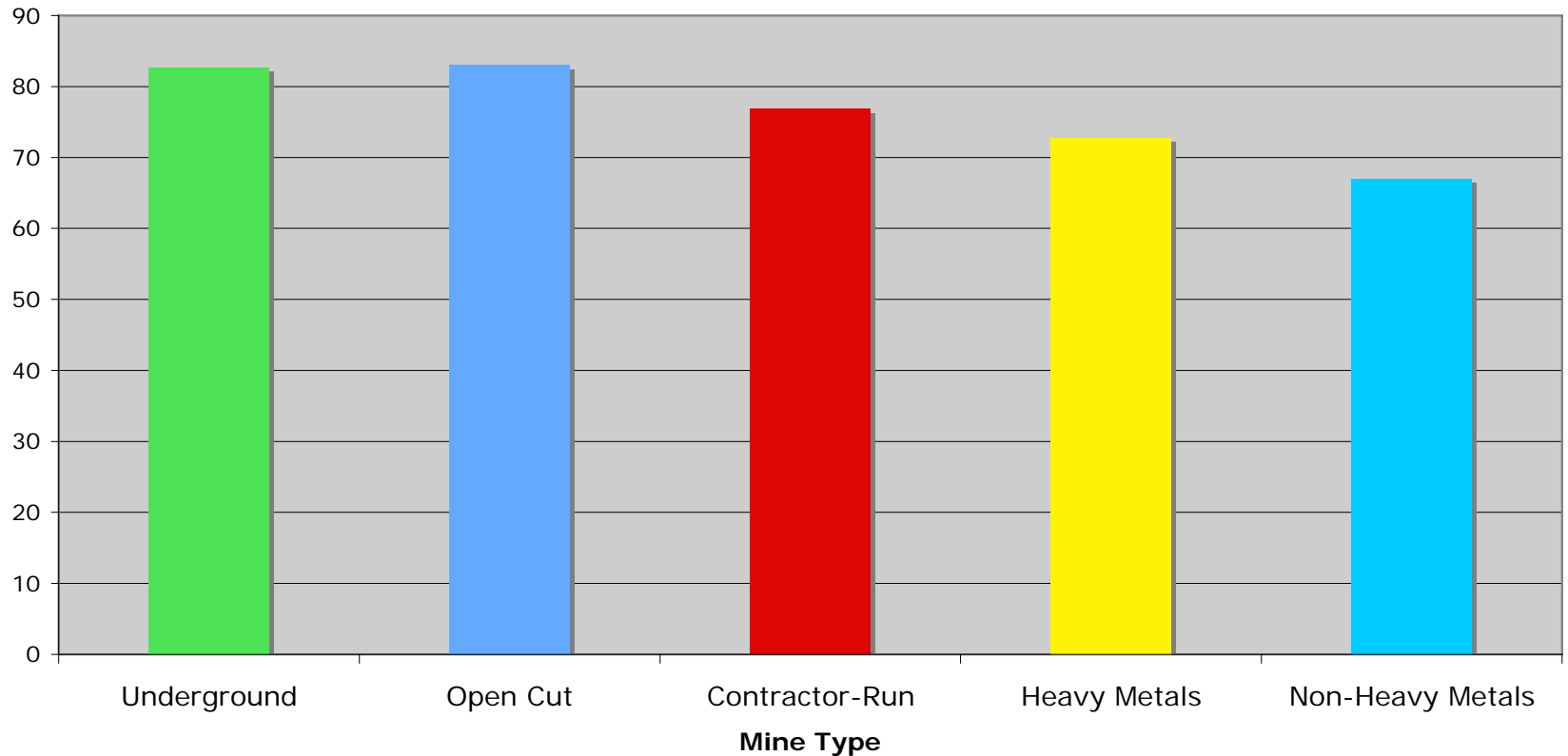
Data collection:

- over 55 mining companies
- age range 18-67 years
- underground, opencut and various minerals/resources
- some scary data!



BMI

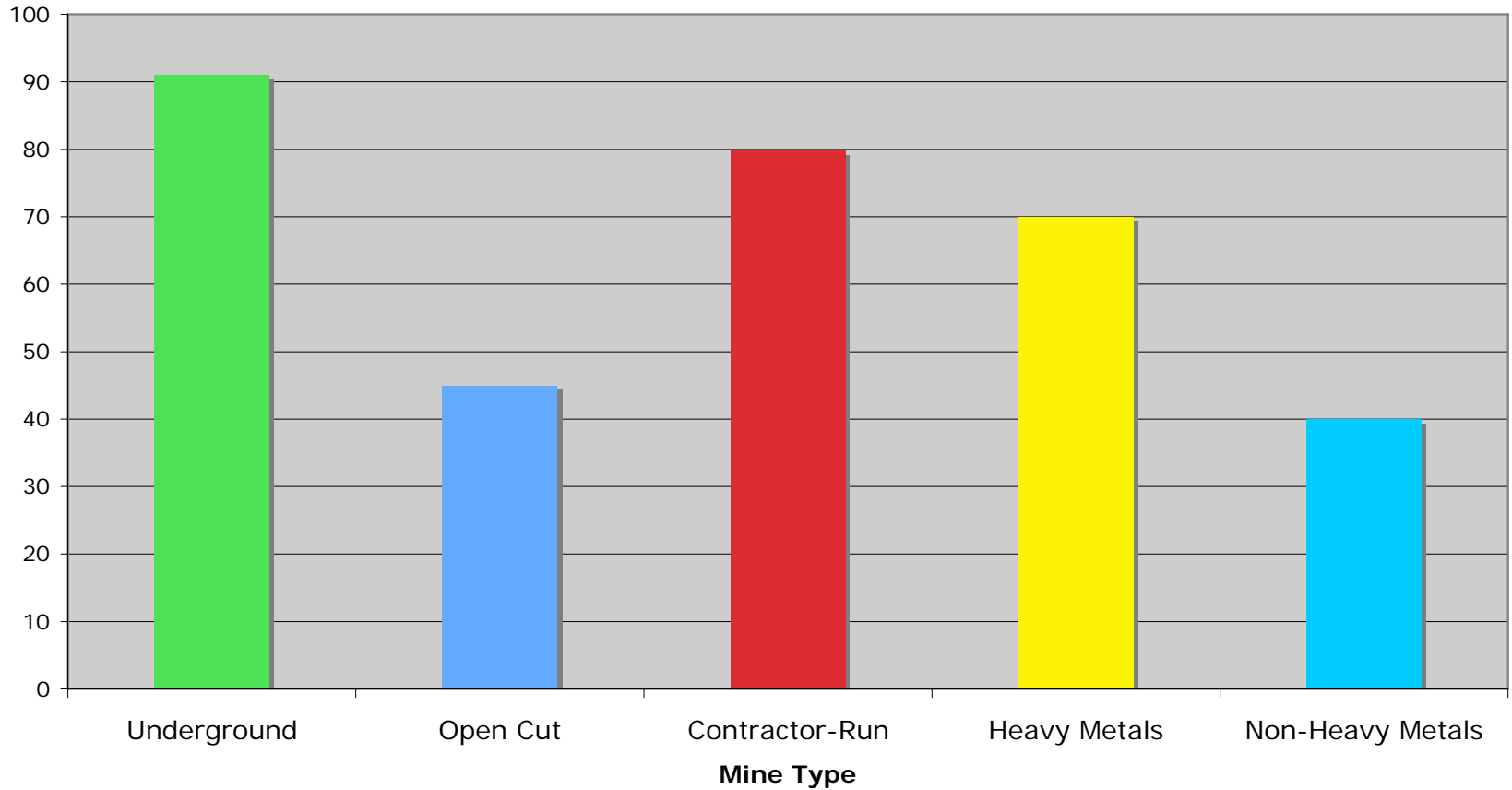
Percentage of Participants Identified as "at risk" According to Mine Type
- BMI



Remember – Obesity as a single factor reduces life expectancy by 4.3 years

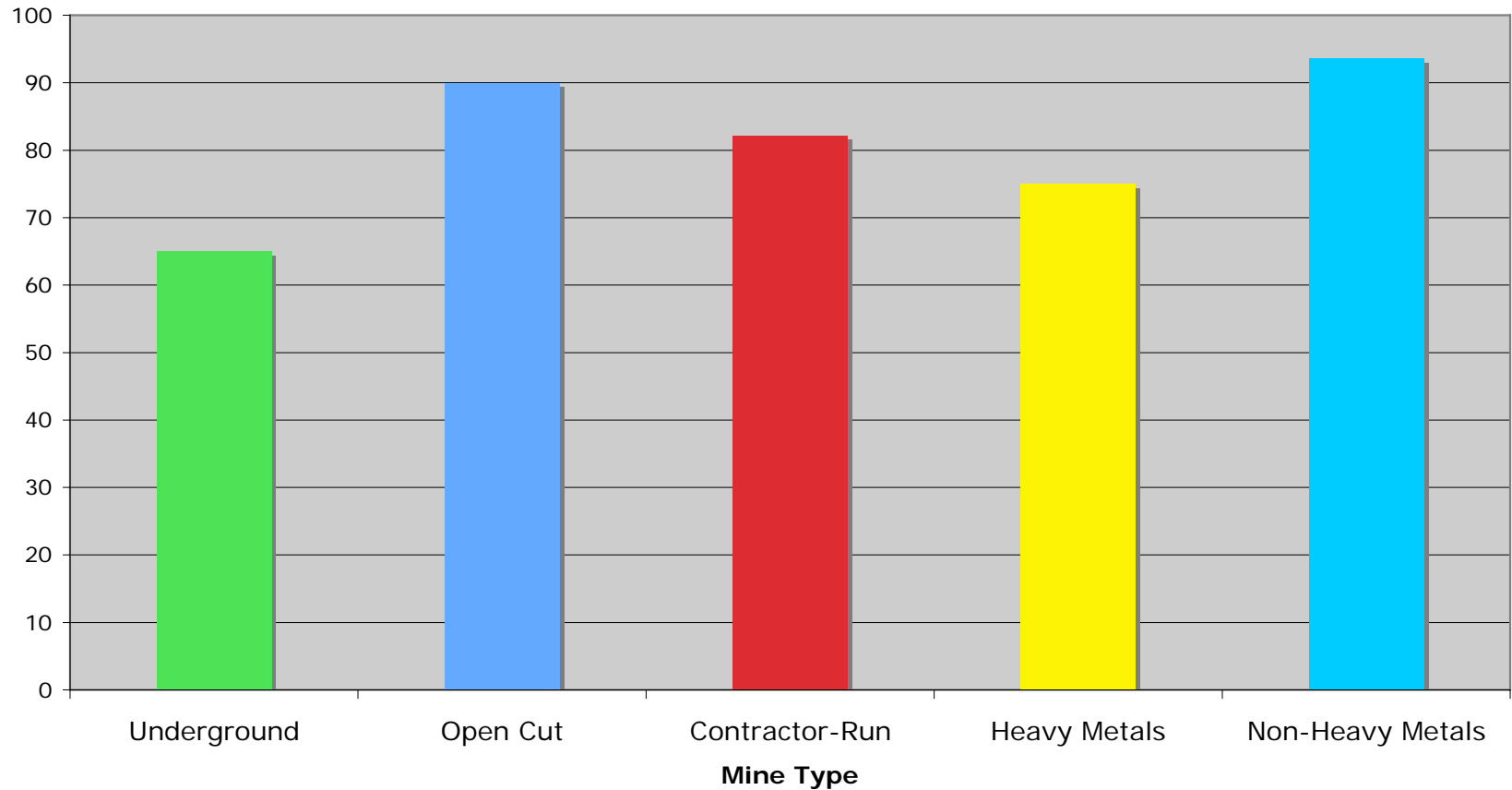
Flexibility

Percentage of Participants Identified as "at risk" According to Mine Type
- FLEXIBILITY



Physical Activity

Percentage of Participants Identified as "at risk" According to Mine Type
- PHYSICAL ACTIVITY



Remember – Inactivity as a single factor reduces life expectancy by 6 years

Presentation Overview

1. Why health
2. The past ten years
3. Factors that effect someone's health
4. Case study 1 – FIFO operation
5. Case study 2 – Multisited multi resource company
6. Making health a better business decision



Factors that effect an individuals health

Multifactorial impacts:

- environmental
- cultural
- behavioural
- physical



Environmental

Includes:

- access to sporting/exercise facilities at work/at home
- ease of access to health professionals
- ergonomics of worksite/area
- job tasks/requirements
- weather, temperature and natural issues
- smoke free etc
- food provision/catering/ability to bring own food
- policy enforcement
- health notices/message/activities



Cultural

Includes:

- company policies
- management support
- senior leaders actions
- training and development
- social functions health or non health orientated
- support of healthy practices eg in work time or out
- roster structure
- service coordination
- health incentives



Physical

Includes:

- individual health status
- individual physical capabilities
- illness or injury
- disability or physical limitations



Behavioural

Includes:

- FIFO or live in
- Family and other support
- Worklife balance
- individual dietary choices
- individual exercise choices
- religion/race/culture
- personal values and/or belief system
- knowledge
- importance of health to the individual



Multifactorial

- individual health status
- access to sporting/exercise facilities at work
- company policies
- physical capabilities
- management support
- family and other support
- senior leaders actions
- worklife balance
- training and development
- individual dietary choices
- social functions health or non health orientated
- individual exercise choices
- religion/race/culture
- support of healthy practices at work
- personal values and/or belief system
- knowledge
- roster structure
- importance of health to the individual
- service coordination
- health incentives



Let someone else control you!

Behaviour change can only go so far – environmental and cultural change may just be the push some people need!

<http://www.youtube.com/watch?v=YqlYOoAyM2w>



Presentation Overview

1. Why health
2. The past ten years
3. Factors that effect someone's health
4. Case study 1 – FIFO operation
5. Case study 2 – Multisited multi resource company
6. Making health a better business decision



Case Study 1 – FIFO site

Site description:

- gold mining
- residential and FIFO operations (approx 95% staff on FIFO)
- various rosters depending on role
- 4000 employees + contractors
- camp style for FIFO workers



Scoping of work

CBI's role:

- 3 day site visit to review all aspects of the site in regards to health
 - * policies and procedures
 - * motivational strategies
 - * communication strategies
 - * exercise options
 - * organised events (lifestyle related)
 - * food in camp, catering, onsite and in town
 - * staff health survey
 - * medical centre services
 - * community relations/involvement
 - * brief understanding of work/job functions



Current factors relating to health

Environmental:

- Old messages that are torn and tatty have not been replaced for sometime
- Buffet style food – unlimited quantities
- Various sporting teams/clubs
- 24 hour medical centre and hospital
- Gymnasium, leisure centre and playing fields
- Food outside camp is very unhealthy eg town, leisure centre all fried
- No light alcohol available
- Less than 10% of people could name 5 or more sports that are on offer for employees
- Fresh produce is difficult to get locally and shipping issues
- High temperatures in work environments
- All sports are at night hence night shift miss out
- Lack of advertising for physical activity options
- Lack of coordination between town, site and camp of activities
- Uninspiring mess



Current factors relating to health

Cultural:

- Social events always include alcohol
- Lack of role models in regards to health and fitness
- Policies not always enforced
- Lack of evaluation in regards to current health interventions
- Buffet style food – unlimited quantities
- Health talks monthly
- No actual health policy
- Excellent safety incentive program can be translated to health
- Wet mess hours encourage binge drinking
- Lifestyle disease in community is overlooked due to resources lacking



Current factors relating to health

Behavioural:

- Perception that it is all too hard
- Perception we work hard why should we look after ourselves
- Unlimited quantities of food and lack of self control
- Various sporting teams/clubs too confusing
- Challenge of keeping diners happy and offering nutritious food (feeding 2500 people per meal sitting)
- Females and males share gym/exercise facilities – cultural issues
- Sports are competitive and you must commit for season difficult with rosters
- Cost associated with sports



Current factors relating to health

Physical:

- Long term analysis of health data not existent
- most people don't know their current health status eg BP, cholesterol, BMI
- Manual tasks at work are highly repetitive
- Physical fatigue from high temperatures
- many people are overweight and unfit hence don't feel they can compete competitively
- Minor injuries due to strains and sprains at work



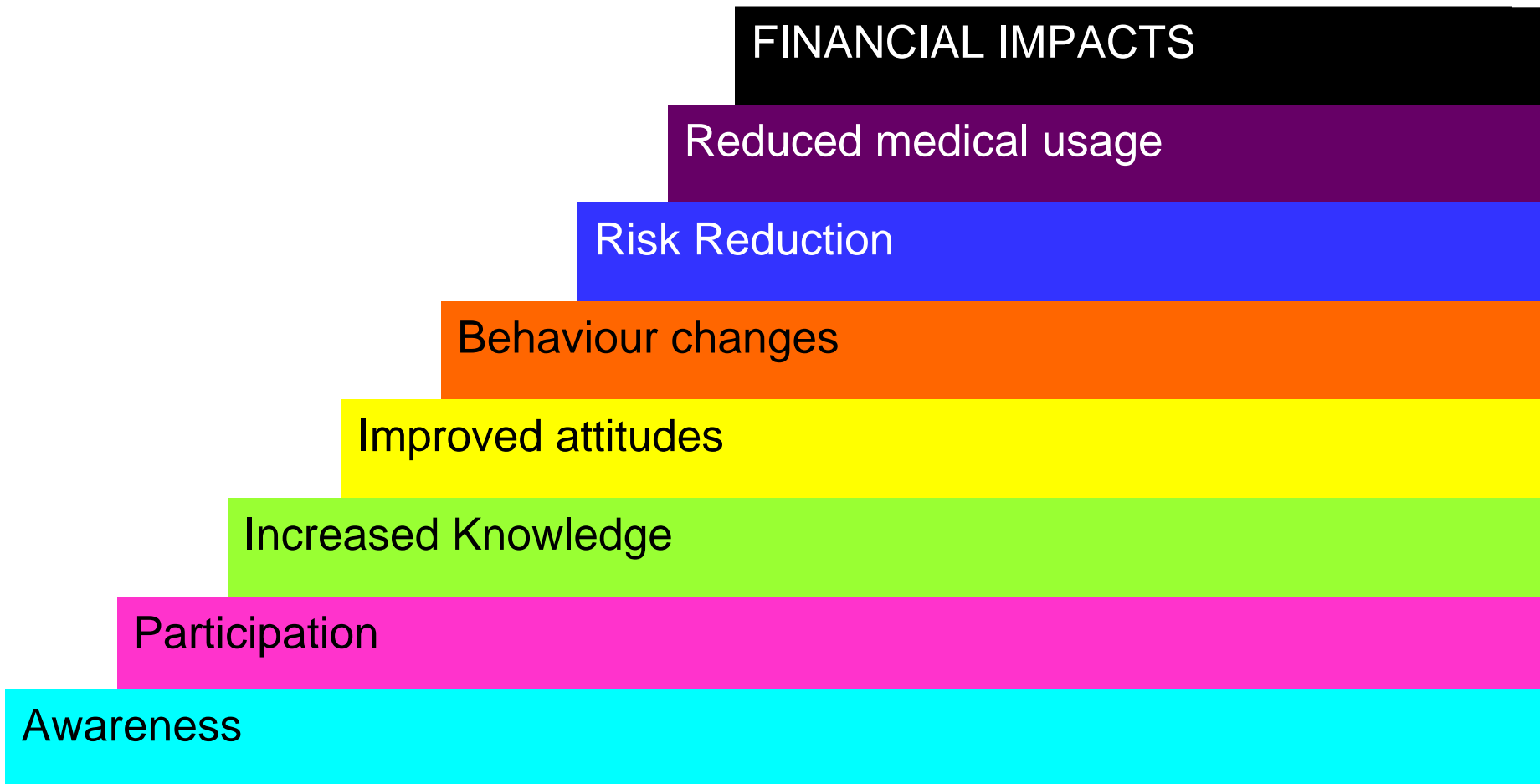
What has CBI done?

CBI:

- Assessed all information
- Identified priority areas
- Worked from the impact model starting with an awareness campaign
- Looking at not just the individual but changes to environment and culture



Impact Model – results take time



How can you use this for your own site?

Advice:

- Undertake a thorough audit of the health status of your organisation
- When implementing a program invest in trying to alter the environment and culture
- Ensure you think about offer a higher level of ongoing support for high risk individuals
- Use the following checklist as a guide



A checklist for you.

What to assess....

- * policies and procedures
- * motivational strategies
- * communication strategies
- * exercise options
- * organised events (lifestyle related)
- * food in camp, catering, onsite and in town
- * staff health survey
- * medical centre services
- * community relations/involvement
- * work/job functions



Presentation Overview

1. Why health
2. The past ten years
3. Factors that effect someone's health
4. Case study 1 – FIFO operation
5. Case study 2 – Multisited multi resource company
6. Making health a better business decision



Case Study 2 – Multisited operation

Site description:

- Multisited operation
- Different resources across mining
- Local and FIFO operations
- International operations
- Over 10,000 employees

Current health related provision

Information:

- Sites all do their own thing lack of consistency
- Sites have different providers or internal health staff
- No data comparison across the organisation
- If an employee moves within the business health data is not transportable
- Traditional corporate health ventures too costly when looking at all employees
- Embrace the 21st century and multifactorial model of health

Issues

Issues:

- Data to be portable for all employees
- Cost effective solution
- Allow sites to continue to use current providers
- Create a family health culture
- Evidence based and scientifically accurate
- Allow sites to customise their program
- Want more than just a central storage of data
- Individuals to be treated like individuals
- Individuals to know their data is secure

What did Ford Health do?

Create an innovative online health platform

- Cost effective and efficient
- Offers support on an individualised level
- Online platform but backed up by in person activities
- More than just a data storage centre
- Simple to use and navigate
- Portable if moving companies/roles
- Can be customised site by site

Ford Health HRMS.

Ford Health - Questionnaire Management - Microsoft Internet Explorer

Address: https://wic023u.server-secure.com/vs250116_secure/onlineHealth/page2.aspx?pid=7ADC8903DC9D145C85BC7BBB5



personal lifestyle **medical** mental physical work

🍏 lifestyle profile

Lifestyle behaviours are an important aspect of your overall health. Many of today's chronic diseases such as high blood pressure, diabetes and obesity are the result of our lifestyle choices. Positive lifestyle behaviours can have a great benefit on your overall health and well-being, particularly as you get older.

Smoking

Do you smoke cigarettes, pipes or cigars?

Alcohol

On a usual day, do you drink MORE than 4 (men) or 2 (women) standard drinks? ⓘ

On any one day would you drink MORE than 6 (men) or 4 (women) standard drinks?

Do you drink on MORE than 5 days each week?

Does alcohol ever affect your ability to do important things you need to do at work or at home?

Aerobic Exercise

Aerobic (or endurance) exercise refers to all exercise at a moderate or high intensity eg. Brisk walking, cycling, low impact aerobics.

Do you exercise on LESS than 5 days per week?

When you exercise, is it for LESS than 30 minutes on each occasion AND LESS than 150 minutes total for the week?

Do you avoid working up a "puff" or strenuous exercise? ⓘ

With regard to Exercise, how willing are you to change?

Diet

Do you eat LESS than 4 serves of carbohydrates per day? ⓘ

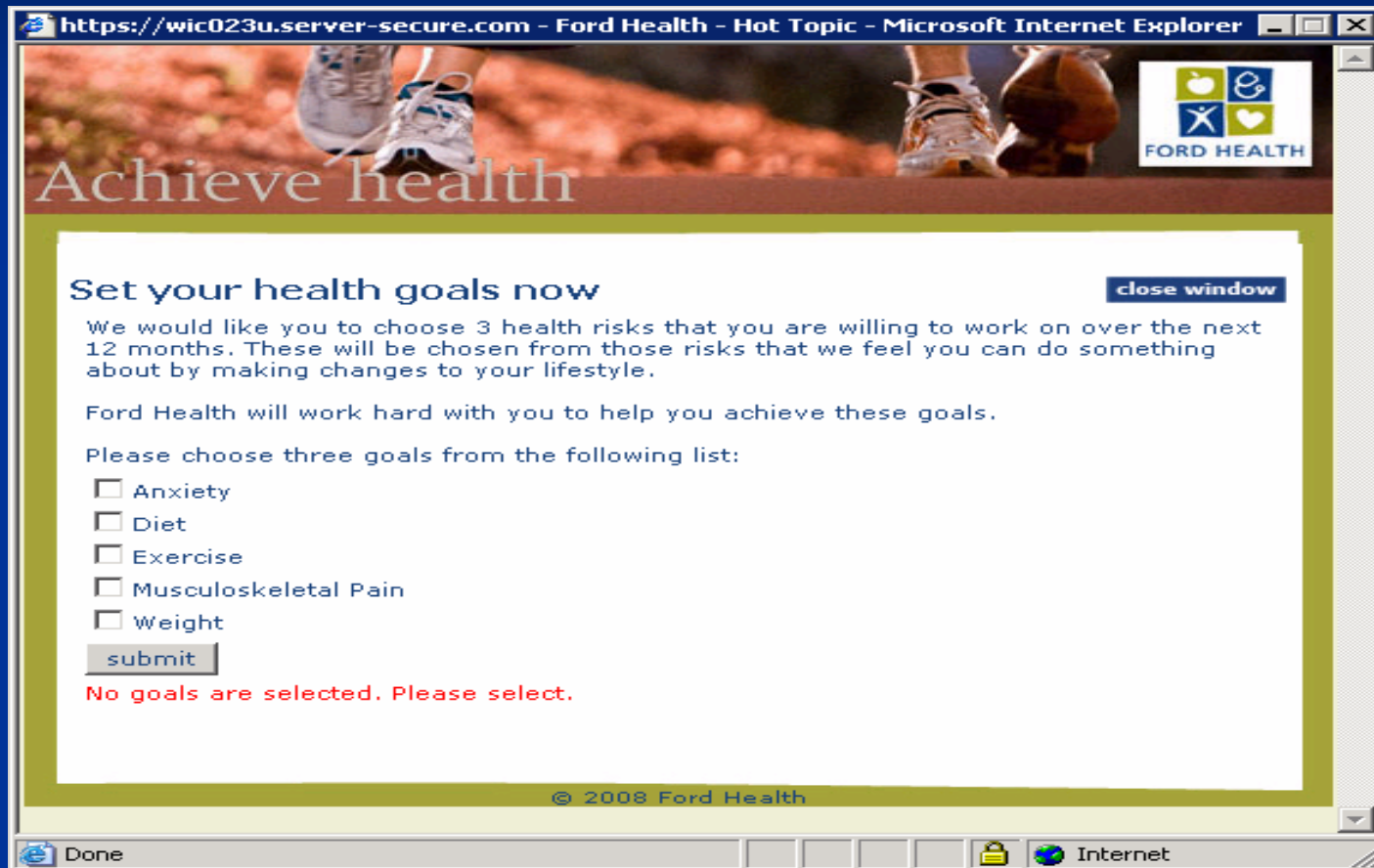
Are your choices of carbohydrates generally white? ⓘ

Done

English (United States)



Ford Health HRMS.



The screenshot shows a Microsoft Internet Explorer browser window with the address bar displaying `https://wic023u.server-secure.com - Ford Health - Hot Topic`. The page features a header image of a person's feet in sneakers on a path, with the text "Achieve health" overlaid. In the top right corner of the page is the Ford Health logo, which consists of four icons: an apple, a person, a heart, and a caduceus, arranged in a 2x2 grid with the text "FORD HEALTH" below it.

The main content area is titled "Set your health goals now" and includes a "close window" button. The text reads: "We would like you to choose 3 health risks that you are willing to work on over the next 12 months. These will be chosen from those risks that we feel you can do something about by making changes to your lifestyle." Below this, it states: "Ford Health will work hard with you to help you achieve these goals." The user is prompted to "Please choose three goals from the following list:"

- Anxiety
- Diet
- Exercise
- Musculoskeletal Pain
- Weight

A "submit" button is located below the list. A red error message at the bottom of the form area reads: "No goals are selected. Please select." The footer of the page contains the copyright notice "© 2008 Ford Health". The browser's status bar at the bottom shows "Done" and "Internet".

Ford Health HRMS.

smoking_c_carla_adjusted - Microsoft Internet Explorer

Address: https://www.fordhealth.com.au/myHealth/behaviour_change/smoking_c.php



smoking
I intend to change in the next 6 months

Name,

We understand that you are still smoking, that's OK. We hope that over the next 6 months you will make the decision to give up. Understanding why you are smoking and finding good reasons to give up, will help you in your effort to quit.

My addiction score is Low/Medium/High and when thinking about the strategies for quitting this should be taken into account. OR COMPLETE THE AUDIT IF IT ISN'T DONE ALREADY

Me and my smoking

How old were you when you had your first cigarette?
 years

When do you most enjoy a cigarette?

- When I get home from work
- When drinking alcohol
- At social occasions
- With my partner
- After dinner
- When watching TV

What I like most about smoking is:

What I dislike most about smoking is:

Previous attempts

Have you tried to quit before?

Method	Why it didn't work	Strategy for next time
--------	--------------------	------------------------

make your vote count!

Which cigarette do you enjoy most each day?

- 45% say after dinner
- 25% say with a drink after work
- 10% say first thing in the morning

Dr Kylie recommends having fruit for desert with a herbal tea will help you with your craving for a cigarette.

[vote now](#)

did you know?

- Smoking is the single greatest cause of preventable disease in the developed world. No other single avoidable risk factor accounts for such a large number of deaths, diseases or hospital admissions.
- Every year about 19,000 Australians die from diseases caused by smoking.
- One in two lifetime smokers will die from their addiction. Half of these deaths will occur in middle age.



Ford Health HRMS.

Ford Health - myhealth - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address <http://www.fordhealth.com.au/dev/index.php?action=stage2>

Welcome riotest! It has been XX days since you accessed your profile on myhealth. Take the time to check in with your health goals and the wide variety of health information specific to you.

myhealth assessment

- view myhealth report
- view myhealth results
- myhealth GP referral letter
- view myhealth progress summary
- view myhealth check list

myhealth calendar

APRIL >>>

S	M	T	W	T	F	S
		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			

myhealth goals

- SMOKING:** It has been 14 days since I have given up smoking. I have saved \$140 since quitting! Well done, this is an important step to improving overall health.
- DIET:** I am thinking about changing my dietary intake in the next 6 months. Some of the bad things about my current diet are - I don't have much energy; It is expensive to eat takeaway all the time and I'm in a bad mood because I'm not eating properly
- EXERCISE:** I have set **20th May** as my goal date to begin exercising. I have worked out strategies to help me with my high risk situations and my wife, Jane and walking buddy, John are going to help me achieve this.

GP REFERRAL:
I need to make an appointment with my GP to follow up on the following risks:

- Blood pressure
- Cholesterol
- Mammogram
- Bowel Cancer

I have been to my GP - please update my details
I don't have a GP - please help me find one

heart attacks

If someone close to you experiences symptoms of heart attack, you could the difference to their outcome by following some simple steps. [Read more...](#)

cold and flu

If one sneeze can travel more than 128km/h, cover 9m of distance and send 100 000 flu particles into the air, how can you protect yourself from cold and flu this season [Read more...](#)

myhealth risks

Your key risks and links to further information and resources

suggested action by	your health risks
2 DAYS	blood pressure
2 WEEKS	cholesterol alcohol smoking
2 MONTHS	diet exercise mammogram bowel cancer

other health info

myhealthtools

- ask the doctor
- am I overweight?
- exercise intensity rating

Have your questions answered

need support phone 1300 660 986 or email us

How can you use this for your own site?

Advice General:

- Look outside the square with employee health
- Multifactorial health programming 21st century– online needs to play some part
- Offer a higher level of ongoing support for high risk individuals
- Look at your own worksites and assess how is health data collected and stored
- What activities are in place for self directed learning
- How are families informed and assisted to help the participant change
- Allow data to be ongoingly submitted and reviewed – with changes shown over time

How can you use this for your own site?

Advice for online information systems

(either when choosing one or developing in house):

- Make it user friendly and informative so people will use it
- Don't just store data people need to have ability to take personal responsibility
- Make it personal and allow variations for all members of staff
- Don't replace face to face entirely
- Ensure your intranet is up to date
- Create something the family can use to support workers especially in FIFO rosters

Presentation Overview

1. Why health
2. The past ten years
3. Factors that effect someone's health
4. Case study 1 – FIFO operation
5. Case study 2 – Multisited multi resource company
6. Making health a better business decision



Barriers to Change

- ❑ Barriers vary between people, companies, industries and locations
- ❑ Assess their effect on individual employee populations

Address the key barriers along with supporting the physical and psychosocial factors to create a working environment that enables sustainable changes to employee health promoted by workplace health initiatives



Achieve Long Term Change

By recognising and positively enhancing the many physical & psychosocial factors within the working & living environment, an organisation has its best chance at creating long term sustainable change through workplace health initiatives.

Nothing is ever simple – its multifactorial.

