

## YCC Corporate Award Nomination

### Yarrabee Lifestyle Coordinator Program 2012/2013

Yarrabee Coal Company, part of the Yancoal Group

#### **The Problem (10%)**

Australia has one of the world's highest incidences of overweight and obesity which is attributed to poor nutrition and lifestyle habits. In addition, the mining industry has an overweight/obesity rate of 76% - 13% above the national average<sup>1</sup>. As reported by Lucille Chalmers and Elizabeth O'Neill of Diabetes Queensland at the 2012 Queensland Mining Industry Health and Safety Conference, rates of type 2 diabetes have increased in mining communities by 64% in the past four years.

In 2009, Advanced Health Assessments were conducted on the Yarrabee workforce. It was identified that 75% were 'at risk' due to an elevated waist circumference, 88% were 'at risk' due to inadequate levels of physical activity and 38% were 'at risk' due to their nutritional behaviours. All measures were conducted against the then current Australian guidelines and health parameters.

In May 2012, Yancoal Yarrabee and Corporate Bodies International (CBI) launched the 2012/2013 Yarrabee Lifestyle Coordinator Program. Findings from the Health Assessments showed many health behaviours were undesirable, placing participants 'at risk' compared to the Australian recommendations for exercise (>86% of participants 'at risk') and nutrition (>80% of participants 'at risk'). Additionally, a large portion of the workforce had undesirable physical measurements including;

- 76% in the overweight or obese category,
- 27% with 'high risk' blood pressure readings; and
- 42% with a HDL to Total Cholesterol ratio in the 'at risk' category.

A participant survey found the health promotion programs in which individuals were most interested in participating were:

- weight loss challenges
- fitness/exercise classes
- individual consultations.

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### The Solution (25%)

The timeframe and initiatives for the 2012/2013 Yarrabee Lifestyle Coordinator Program are outlined below:

Date	Program Initiative	Description
<b>March 2012</b>	Program promotion	<ul style="list-style-type: none"> <li>Posters displayed around site and camp promoting upcoming health program</li> <li>Memo sent to home addresses with information about upcoming program</li> </ul>
<b>April 2012</b>	Toolbox Talks	<ul style="list-style-type: none"> <li>Advertising upcoming program</li> <li>Opportunity for individuals to sign up for a health assessment</li> </ul>
<b>May 2012</b>	Health Assessments	<ul style="list-style-type: none"> <li>Advanced (30 minute) health assessments</li> <li>Offered to all employees onsite, during work time</li> </ul>
<b>June 2012</b>	Health Assessment Report	<ul style="list-style-type: none"> <li>Detailed overview of the risks within the Yarrabee workforce and recommendations for ongoing programs</li> <li>Presentation of results and recommendations to Yarrabee Management</li> </ul>
<b>June 2012 – April 2013</b>	Lifestyle Coordinator (LC) commences	<ul style="list-style-type: none"> <li>LC service commences 2-4days/month service providing a range of targeted nutrition, exercise and lifestyle interventions</li> <li>Monthly report submitted at end of each month detailing program components delivered during LC visits</li> <li>Contribution to site newsletter</li> </ul>
<b>June 2012 – April 2013</b>	One-on-one consultations	<ul style="list-style-type: none"> <li>Individual Nutrition and/or Exercise consultations conducted offsite outside work hours from June 2012 – April 2013</li> </ul>
<b>August 2012</b>	Toolbox Talks	<ul style="list-style-type: none"> <li>Promotion of upcoming 8 Week Lifestyle Challenge</li> </ul>
<b>September - November 2012</b>	8 week team Lifestyle Challenge + Health Hit SMS	<ul style="list-style-type: none"> <li>Initial, mid point and final measures conducted to determine improvements in body weight, waist, body fat percentage, maximal push up test, grip strength test and flexibility</li> <li>A Health Hit SMS was sent weekly</li> </ul>
<b>December 2012</b>	Healthy BBQ Lunch, Challenge presentations and evaluation	<ul style="list-style-type: none"> <li>Healthy options included salads, vegetable skewers, portion controlled steak, low fat salad dressing, diet soft drink and bottled water</li> <li>6 month evaluation completed</li> </ul>
<b>January 2013</b>	Toolbox Talks	<ul style="list-style-type: none"> <li>Promotion of upcoming boot camps and reminder of ongoing LC role and one-on-one consultations</li> </ul>
<b>February – April 2013</b>	Boot Camps and evaluation	<ul style="list-style-type: none"> <li>4 x 45 minute group exercise sessions available each week for all employees, contractors and partners</li> <li>Run in Blackwater outside of work time</li> <li>Evaluation</li> </ul>

<sup>1</sup> Australian Bureau of Statistics 2008, 4719.0 - Overweight and Obesity in Adults, Australia

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<b>May 2013</b>	Evaluation and preparation for 2013/2014 program	<ul style="list-style-type: none"><li>• 12 month program evaluation</li><li>• Yancoal Yarrabee wins Government Grant to contribute to 2013/2014 Program</li><li>• KPI's set based on 2012/2013 program</li></ul>
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### Benefits/Effects (20%)

The following table outline the total participants in the 2012/2013 program initiatives

Initiative	Participants
Health Assessment	163
Individual Consultation	55
Lifestyle Challenge	87
Boot Camps	84
Health Hit SMS	87
Healthy BBQ	Whole of site
Toolbox talks	Whole of site
Promotional activities	Whole of site
Reporting	Health and Safety Team and Yancoal Yarrabee Management

### Lifestyle Challenge

One initiative within the 2012/2013 program was the 8 Week Lifestyle Challenge. Total participant average improvements from this Challenge and individual improvements are outlined in the table below:

Measure	Average Improvement	Greatest improvement by an individual
Waist measurement	2.3cm	10cm
Body weight	1.3kg	5.5kg (5.3%)
Body fat percentage	2.1%	4.6%
Push ups	8.6 push ups	14 push ups
Sit and Reach test	4.8cm	14cm
Grip Strength test	1.1	10

Evaluation of the Lifestyle Challenge was completed at the Healthy BBQ. For those that participated in the Lifestyle Challenge:

1. 100% believed they had made some positively health changes as a result
2. 100% planned to continue the changes they made
3. 100% strongly agreed they would sign up for another challenge in 2013

### One-on-one consultations

55 Yancoal Yarrabee employees participated in a one-on-one consultation with a CBI Dietitian and Exercise Specialist. The table below outlines some of the results seen throughout the duration of the individual consultation program:

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Employee	Improvements since Initial Health Assessment (May 2012)
Employee 1	Weight loss of 6.8kg and a loss of 7.5cm from waist. Motivation levels have improved and this employee actively helps others try to achieve their health goals and supports a healthy culture at work.
Employee 2	Weight loss of 12kg (9.5% body weight) and 12 cm from around waist. Improved portion of evening meal and has supported wife in her weight loss efforts. Stage of Change progressed from contemplation to action.
Employee 3	Weight loss of 5.8 kg and 10cm lost from around waist. Waist measurement is now in the 'low risk' category. Has made significant lifestyle improvements to minimise risk of chronic disease.
Employee 4	Progressed from doing physical activity only three days a fortnight to daily cardio and resistance training sessions.
Employee 5	Increase in physical activity levels from occasional walks to regular attendance at boot camps, gym and participation in social sport, resulting in improved waist measurement.

### Boot Camps

A weekly average of 23 employees, contractors and their families attended Boot Camps run by CBI during February to April 2013. Boot Camp participant feedback showed that 100% of participants agreed or strongly agreed that the boot camps were enjoyable and worth their time.

A range of responses were given to the question 'What did you enjoy most about Boot Camp?' some of these included;

*"The activities were challenging and enjoyable"*

*"Variety of exercises and chance to socialise with other people outside of work"*

*"Good motivator. Girls were very helpful and challenged us!"*

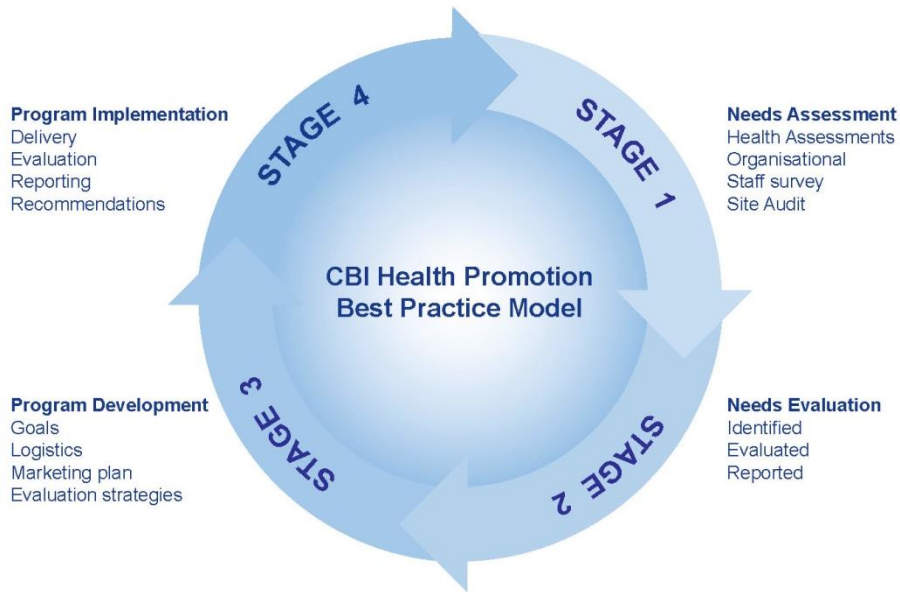
*"The variation but consistency of the program meant you could easily learn to replicate exercise regimes for yourself. Instructors were all very friendly, nice, motivating and helpful"*

<sup>1</sup> Australian Bureau of Statistics 2008, 4719.0 - Overweight and Obesity in Adults, Australia

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## Transferability (25%)

A holistic health program which is tailored to site needs, well designed and based on the latest scientific evidence is a model that is transferrable to many mining sites across QLD, Australia and Internationally. Most of the 2012/2013 program components; such as individual consults, health assessments, group exercise classes, lifestyle challenges and Healthy BBQs, are transferable not only to mining workforces, but many other industries. A thorough site needs assessment, setting realistic program objectives / KPI's and regular monitoring and evaluation of program initiatives is key to a successful health program. Yancoal Yarrabee utilised the Corporate Bodies International Best Practice Model (below) to ensure the program was well designed and evidence based.



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### **Innovation (10%)**

#### Health Hit SMS

Throughout the 8 Week Lifestyle Challenge, each participant was sent a Health Hit SMS from the Lifestyle Challenge coordinators at CBI. Examples of health hit SMS;

*A 6pk of VB stubbies has the same amount of Energy as a Big Mac Meal. Reduce (NOT eliminate) alcohol for weight loss!*

*4 slices of supreme pizza takes 2.5 hours of fast walking, basketball or weights training to burn off! Have you got an extra 2.5 hours this week?*

#### Toolbox Talks

10 minute Toolbox Talks were delivered onsite to all subsections of the workforce by the company contracted to deliver the Health Program, as experience shows that the promotion of program initiatives and subsequent sign-up rates are highest when this style of promotion occurs. This occurs as an alternative to the onsite Health and Safety team passing on the message to supervisors to promote to their own crews. Constant presence by the contracted health professionals can increase trust and aid in building rapport with employees.

#### Healthy BBQ

In December 2012, the Lifestyle Challenge presentation was aligned with the "State of the Nation" meetings. The BBQ for this particular event was adapted to take on a healthy eating theme to continue to promote health and wellness and carry on the education from the Lifestyle Challenge. Yancoal Yarrabee and CBI Dietitians coordinated the catering and were onsite cooking the BBQ and providing education throughout the event.

### **Approximate Cost (10%)**

Cost per person reached in the 2012/2013 Yarrabee Lifestyle Coordinator Program = \$239.80

<sup>1</sup> Australian Bureau of Statistics 2008, 4719.0 - Overweight and Obesity in Adults, Australia