

# Health & Wellbeing Promotion

## Programmes available in 2019

*Supporting health and wellbeing in business ...because it works*



Maitland's Wellbeing portfolio, that include presentations, workshops and general information, can be adapted and designed to meet the needs of each organisation and site. It is essential to reflect the employee demographic to ensure optimum engagement for all of the workforce in order to motivate and drive behavioural changes. The content and format can be carefully adapted to ensure optimum results for both the Company and its' employees. All of the options below can be delivered and adjusted in whatever format required.

## Individual Employee Health & Lifestyle Screening

This can be delivered on site (or in our mobile unit) for all employees. Each individual will receive a personal report and recommendations, based on the information gathered, for making positive lifestyle changes. They can include:

- Mini Medicals: 20 minute health checks: 1 clinician attending is able to provide up to 21 per day
- Mini Medicals Plus: 30 minute lifestyle checks: 1 clinician attending is able to provide up to 14 per day

On completion, the company will receive an overview of the results (anonymised) that enables visibility of the value of the initiative and the likely return on investment for the organisation.

These include:

### **Mini Medicals** *20 minute appointments*

- Blood Pressure, BMI, Hip/Waist Ratio, Urinalysis, Total Cholesterol
- Promotional material for the following:
  - Healthy eating
  - Testicular cancer (with educational model)
  - Breast cancer (with educational model)
  - Body fat (with educational model)
  - Smoking cessation
  - Exercise
  - Alcohol intake
- Leaflets and information are made available for employees to take away with them.

### **Mini MOT's Plus** *30 minute appointments*

To include all of the above plus:

- Body Composition Analysis: providing you details of:
  - Basal metabolic rate: *an estimate of the calories you require for basic body functions*
  - Total body water: *information on your total body muscle and fat mass*
  - Fat free mass: *information on your visceral fat that acts as an energy reserve*
  - Fat mass and Percentage body Fat: *information on the level of fat in your body*
  - Impedance: *information on conductivity of impulses and signals through your body*

## Wellbeing Challenges: Group engagement encouraging team work and motivation

Fun, high impact interactive challenges with coaching that include 4 week individual and team challenges delivered via a dedicated website. The company defines a challenge (we are able to provide examples), we provide the promotional materials then a personal coaching programme setting out some simple daily habits for employees to

complete each day, points are gained throughout either personally or as a team. Weekly league tables are published and at the end of the 4 weeks we produce a challenge report for the company. We are happy to provide examples, data and references relating to challenges that have been enjoyed and run in other organisations.

## **Seminars & Workshops**

*All sessions are tailored to last for 60 to 90 minutes depending on the needs of each organization. These are most effective when operated with 10-20 people as this allows for discussion and interaction. Details of the seminar / workshops and their contents can be provided on request and adjusted to suit client requirements.*

*Longer, more in-depth training on each of these topics can also be arranged with one of our partner training organisations at an additional cost if required.*

### **Mental Health Awareness**

Mental health issues are the leading cause of sickness absence in the workplace and are becoming an increasing concern for individuals and for employers.

Unlike physical illness, mental health illnesses span every age group, therefore making it more difficult to manage. According to the Labour Force Survey (LFS) statistics: 15.4 million working days were lost due to work-related stress, depression or anxiety in 2017/18, and this accounted for 44% of work-related ill health. Despite various initiatives to tackle mental health problems in the workplace, incidence continues to increase due to the taboo that is attached to it. Workers and managers are too often apprehensive talking about and addressing mental illness.

### **Personal Resilience**

We are all being asked to do more, with less resources and faster! Our days can often feel as if we're jumping from one sudden high-pressure situation to another...the net result...we are spending longer and longer in our stretch and strain zones without any let up. Resilience training looks and explores positive ways to build resilience and also helps individuals understand and manage the effects of poor resilience e.g. stress.

### **Stress for Managers**

Stress and depression is now the highest cause of sickness absence in the workplace. Across Great Britain, it accounts for over half (57%) of all working days lost to ill health. In the last 12 months, over 600 000 workers reported suffering from stress, depression or anxiety, caused or made worse by work. 15.4 million days were lost last year and > 59,0000 people according to HSE statistics, are suffering from work related stress, anxiety and depression.

Stress can arise as a result of many factors. Sources at work can include work overload, job insecurity, difficult interpersonal relationships etc. Workshops help managers recognise stress signals in others and

assist them in understanding how they can prevent and manage stress related symptoms occurring in the workplace.

### **Drug and Alcohol Awareness**

The use of alcohol and drugs socially may have no direct effect on the person's work, but if a person comes to work under the influence of either of these it can impair performance and lead to them taking risks or putting others at risk. Managers need to understand how different substances can affect behaviour and performance in order to be able to detect and manage situations arising in the work place.

### **Healthy Eating and Nutrition**

We could all probably eat a little healthier and enhance our energy and performance by paying more attention to what we eat. Workshops and seminars provide simple habits to follow each day to enhance nutrition and support ongoing lifestyle changes. The seminars provide a fresh and up to date view on nutrition. Suitable for everyone, they are designed to support us all in achieving optimal nutrition.

### **Sleep Better**

In the UK only 1 in 10 say they always sleep well; 1 in 5 will suffer from lack of sleep; and 2 in 3 say they get less sleep than they did a few years ago! 'Feeling Tired All the Time' is a common health complaint reported at GP's surgeries and whilst it's very common, it isn't normal or good for our health. Sleeping a little better is a lot easier than you might think and seminars and workshops help individuals to achieve this.

### **Staying Healthy on Shift**

The vast majority of us probably need to look after our health and wellbeing a little better than we're already doing. Working shifts can be a challenge, our bodies are naturally programmed to sleep at night and to eat during the day. Your body's 'body clock' keeps your body synchronised through the day-night cycle and is driven by changes in day light, temperature and hormones to regulate when you sleep and eat. Working shifts can work against the body's natural body clock, however there are simple adjustments to adapt our sleeping and eating habits to meet this challenge. Seminars and workshops show you how.

### **Caring for your Back and Joints**

One of the biggest problems most of us face is that daily lives are becoming more and more sedentary (inactive), leading to poor posture and musculoskeletal problems. Poor posture and musculoskeletal problems, particularly bad backs, go hand in hand. Our bodies are primarily designed to be active and to spend the majority of our day moving around, so we need to be more aware about sitting properly and getting more active in our daily routines, as well as how we use our backs in our work tasks.

## **Menopause**

3.5 million women aged 50 or over are currently in employment in the UK, half of these women report finding work difficult due to symptoms associated with the menopause. Psychological symptoms can affect work that includes concentration, tiredness, poor memory, depression, feeling low, anxiety, reduced confidence and insomnia. It is estimated that 10% of women stop work altogether due severe symptoms. Appropriate management illustrated within the workshops/seminars can hugely enhance wellbeing and increase productivity.

## **Keeping Healthy in Retirement**

Some people can't wait for retirement... no more dragging yourself to the office, commuting, meetings etc. They relish the thought of having spare time to do with as they please. For other people, no longer being in employment can feel almost like a bereavement. Being well prepared is essential for a healthy and happy retirement. Workshops and seminars are designed to advise and support employees facing retirement.

## **Educational Days and Health Fair Topics**

*Sessions can be run on a full day or half day basis and can be combined with workshops and/or wellbeing medicals*

### **Stop Smoking:**

Smoking cessation can be offered as a clinic for individuals with booked appointments. Alternatively a stand where people drop by covering; Addiction and individual smoking habits / The behavioural effect / The process of change / What's in a cigarette (discussion and/ illustrations) / Nicotine effects on the body / The general health effects of smoking the body (again with visual illustrations) / The "tar in a Jar"(showing tar produced in a year for smoking 10 cigarettes a day) / Effects of giving up and life span prediction / Financial benefits of quitting / Support available / Future action and advice / Literature provided.

### **Improve Your Nutrition:**

These can be delivered 1;1 as a group or as a health promotion stand. Stands with samples showing The amount of sugar and salt in certain foods / Examples of recommended serving sizes / A "pound of fat" which is the same size and consistency / Examples and recipes for healthy shakes / Cholesterol checks / Height/weight/BMI / Hip to waist ratio / What's in your food? / A Balanced plate / 5 a day / Alcohol levels and measure cups.

### **Stress:**

As well as bringing along leaflets and other useful information about recognising, preventing and managing stress this subject is delivered with the use of fun activities including quizzes and games. We can work with each organisation to promote existing resources eg: EAP's and other available support.

**Mental Health:**

Areas covered include Common mental health conditions / Relaxation techniques / Mindfulness / Where to go for help / Reducing stigma / Supporting colleagues and family members with mental health problems / Therapeutic solutions / Traumatic incidents / Maintaining good mental health.

**Alcohol:**

Fun and interactive quizzes can be a good way of highlighting awareness: Effects of alcohol / Calories in alcohol/ Drinks tracker / Know your units / Tips on cutting down/ How long alcohol stays in your blood - linked to drink driving.

**Healthy Skin:**

Delivered in various ways covering; Skin cancer / Promote sun screen slip/slap/slop / Contact dermatitis / Use of PPE / Dangers of Black Henna / Common skin conditions / Fun activities around hand washing / Contamination / Glove use.

**Travel health:**

Highlighting areas such as; Hydration / Flight safety / vaccinations / Food and water abroad / Travelling with a health condition / Jet lag.

**Winter health:**

Education and information on Keep warm, keep well / Flu vaccines / Exercising in winter / winter illnesses / Winter blues / Ensuring personal hygiene to prevent the spread of colds and flu.

**Women's Health:**

Delivered with talks, stands, leaflets, posters and educational models and information on Domestic violence / Cervical cancer awareness / Breast awareness / HRT / STDs (sexually transmitted diseases) /Contraception / the menopause.

**Men's Health:**

Delivered with talks, stands, leaflets, posters and educational models and information on: Testicular cancer "Check your Nuts" / Prostate cancer / STDs (sexually transmitted diseases) / Impotence / infertility / Domestic violence