

Citation: BLAKE H., ZHOU D., BATT ME. Five year workplace wellness intervention in the NHS improves health behaviours. In: Proceedings of the UK Society for Behavioural Medicine, 7th Annual Scientific Meeting, Stirling, 13-14 December 2011.

Oral: Five year workplace wellness intervention in the NHS improves health behaviours

BLAKE H., ZHOU D., BATT ME.

Background: Poor health and wellbeing has been observed amongst NHS staff and has become a key focus in current public health policy.

Objectives: To deliver and evaluate a 5-year employee wellness programme targeting health and wellbeing of employees in a large NHS workplace (n=13,000).

Method: Longitudinal cohort study with pre- test/post-test evaluation. Intervention was „Q- active“ – a theory-driven multi-level ecological workplace wellness intervention including health campaigns, provision of facilities and health promotion activities to encourage employees to make healthy lifestyle choices and sustained behaviour changes. Employee questionnaire survey was distributed at baseline (n=1,452) and 5 years (n=1,134) including measures of physical activity, BMI, diet, self-efficacy, social support, perceived general health and mood, smoking behaviours, self-reported sickness absence, perceived work performance and job satisfaction.

Results: At 5 years, significantly more respondents actively travelled to work and for non-work trips and more were active whilst at work. Significantly more respondents met current recommendations for physical activity at 5 years than at baseline. Significantly lower sickness absence and greater job satisfaction was reported at 5 years than at baseline. There were no significant differences in BMI, mood, dietary variables or perceived work performance.

Conclusion: Findings suggest that health- promoting programmes should be embedded within NHS infrastructure.