



# Well Team

What difference did we make?  
**2016-19**



Project supported by the PHA

# Workplace Health

Northern Ireland Chest Heart & Stroke (NICHHS) is your local charity leading the fight against chest, heart and stroke illnesses. Our aim is to support people affected by these life changing conditions through our support services, and to prevent others from becoming ill.

We recognise that the workplace is a priority setting to influence the physical and mental wellbeing of employees. Well NI, our workplace health promotion service, offers a wide range of tailored programmes to help support and guide employees to make healthier choices.

## Why invest in workplace health?



Benefits to the workplace include improved teamwork, productivity, morale and reduced sickness absence.



Three out of every five employees have experienced mental health issues in the past year because of work.



The most common ways that employees deal with work related stress include overeating, drinking alcohol and talking to a friend, partner or colleague.



By positively influencing eating habits in your organisation, you can help improve quality of life and reduce the risk of major illnesses.

## What is Well Team?

Well Team is a workplace health and wellbeing support service, funded by the Public Health Agency (PHA) and delivered by NICHHS. The aim of the service is to engage with small to medium sized workplaces to seek ongoing commitment to improve the health and wellbeing of employees in a workplace setting. This is achieved by identifying need, increasing capacity and supporting implementation and delivery of a three-year workplace health and wellbeing action plan.

## World Health Organisation (WHO) Healthy Workplace Model

Well Team is based on the WHO Healthy Workplace Model. This is an evidence based approach which can be implemented across all workplace sectors and sizes.



# What difference did we make?

We have adopted the Outcomes Based Accountability (OBA) model for measuring the impact, quality and efficiency of our services.

## How much did we do?



**120**

Workplaces registered to participate in Well Team



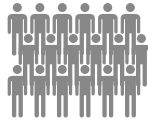
**73**

Workplaces supported to carry out an employee health and wellbeing survey



**99**

Health Champions trained across 33 workplaces



**3,825**

employees involved in Well Team (62% male, 38% female)



**33**

workplaces supported to develop health & wellbeing action plan over 3 years



**158**

workplace health & wellbeing initiatives delivered in workplaces in year 1 of action plans.

## How well did we do?



**90%**

satisfaction rate with Well Team programme



**83%**

of Health Champions scored their confidence level as 8 or above out of 10



**50%**

of workplaces shortlisted for a health & wellbeing award went on to win (5 out of 10)

## Is anyone better off?

**100%** of workplaces are delivering a health & wellbeing action plan for employees

**100%** of workplaces are delivering health & wellbeing initiatives for employees

**100%** of health champions have increased knowledge of workplace health and wellbeing priorities



**“Only 6 months into our action plan we have already seen incredible benefits from weight loss, increased exercise and quitting smoking.”**

Stephens Catering Equipment Ltd.

### Well Checks

Following Well Check sessions:

**1 in 7** 

employees were referred to their GP

**23%** referred for high blood pressure



**44%** referred for high cholesterol



### Well Talks

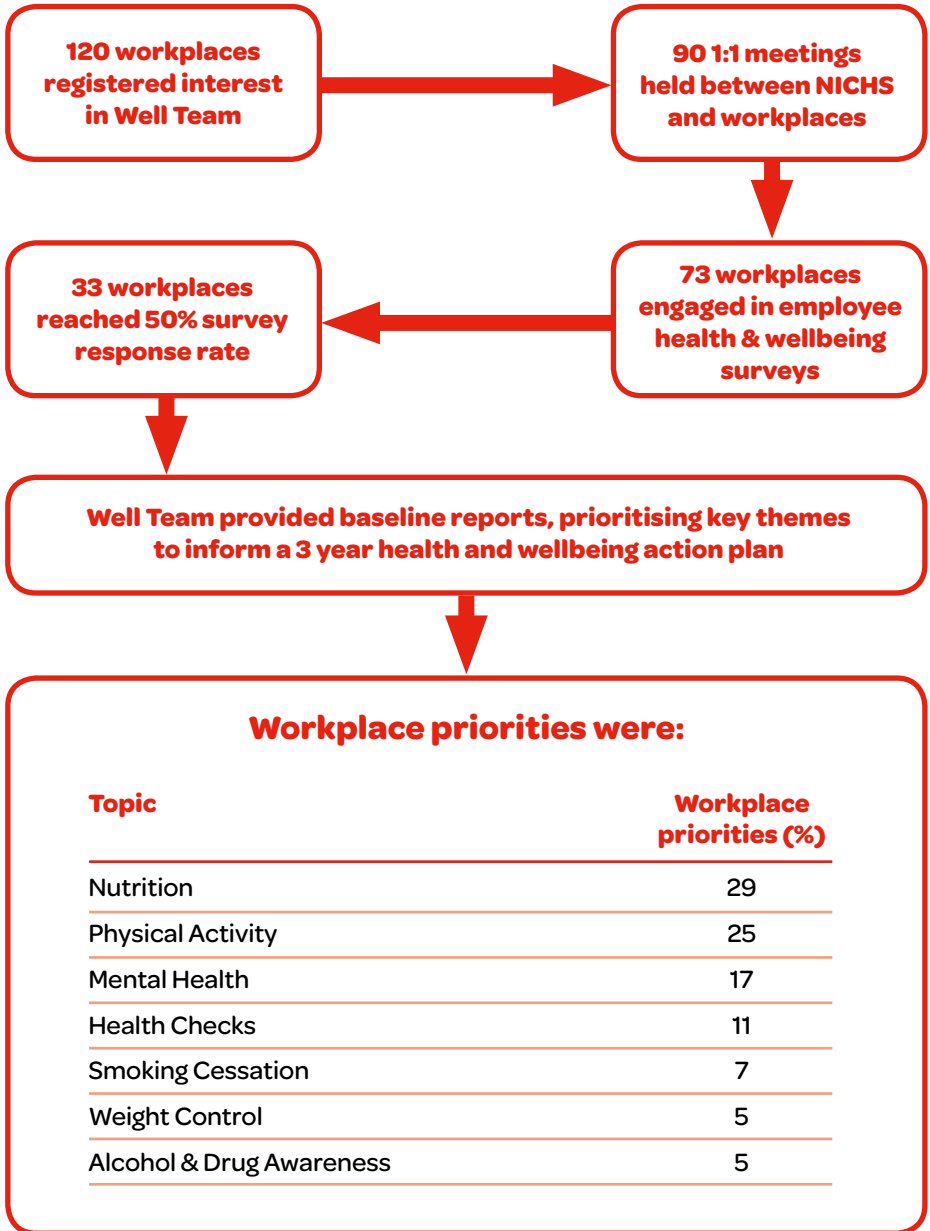
Following Well Talk sessions:

**93%** of employees who attended a Well Talk, reported increased awareness of the signs & symptoms of chest, heart & stroke illnesses

**51%** of employees who attended a Well Talk reported that it motivated them to make a lifestyle change

NICHS delivered the above initiatives as part of the workplace action plans.

# Engaging with workplaces



## Where was Well Team delivered?

NICHS were funded to deliver Well Team in the Northern Trust area. This covers workplaces in the areas of Antrim to Coleraine and Cookstown to Larne. 33 workplaces took part in Well Team and a breakdown of the different sectors represented include:

📍 Private Sector – 70%

📍 Public Sector – 15%

📍 Voluntary/Community & Social Enterprise Sector – 15%



# Health Champion Training

Well Team developed and delivered a comprehensive 2-day health champion training course. The Health Champion role involves being a peer educator among colleagues and assisting in the development and implementation of a 3 year workplace health and wellbeing action plan. The course covered topics including:

- What is Workplace Health?
- Workplace Health & Wellbeing key messages
- Brief Intervention Training – Smoking Cessation
- Project Management and Communication Skills
- Influencing Change in the Workplace
- Workplace Health & Wellbeing action plan development

In total 99 health champions completed the course securing a certificate of participation.

## Feedback





# Additional Health Champion Support

Well Team continued to support Health Champions throughout the delivery of their workplace health and wellbeing action plans, through support meetings, providing resources and signposting to services. In addition, Well Team worked in partnership to deliver additional training and networking events for Health Champions including:

- Mental Health First Aid Training
- Smoking Cessation Brief Intervention Training
- Mental Health networking event, in partnership with Mental Health Charter and Health & Safety Executive NI
- Workplace Health networking events, in partnership with Mid Ulster District Council and Northern Health & Social Care Trust.



# Workplace health & wellbeing action plan initiatives

A breakdown of the 158 initiatives delivered across 33 workplaces in the first year of their action plan include:

“Following **Mental Health Awareness Training** we have put in place an **Employee Assistance Programme**, which offers free confidential counselling service for all staff.”

The Workspace Group



**35 Physical activity initiatives**  
e.g. Step challenges, lunchtime walking groups, team building activities and corporate gym memberships.



**33 Mental Health initiatives**  
e.g. Mental Health First Aid training, stress management workshops, mindful manager training and employee assistance.



**32 Nutrition initiatives**  
e.g. nutrition talks, cooking demos, healthier vending options and hydration campaigns programmes.



**13 Health Checks initiatives**  
e.g. blood pressure, cholesterol, body composition, eye and hearing tests.

“The **health checks** were great and have helped staff understand what changes they need to make.”

Stephens Catering Ltd.



## 8 Men's Health initiatives

e.g. Men's health week campaigns and men's health toolbox talks.



## 6 Smoking cessation initiatives

e.g. Policy updates, Smoking cessation clinics, brief intervention training and public health campaigns.



## 6 Weight control initiatives

e.g. Weight loss challenges.



## 4 Alcohol & Drugs initiatives

e.g. Policy updates, alcohol & drug awareness talks, public health campaigns and support services.



## 24 Other initiatives

e.g. long term conditions, parenting/ carer support, health and safety policy.

"One colleague has **stopped smoking** and is now going to the gym and delighted with their own personal progress."

P&K McKaigue  
Building  
Contractors



"The **alcohol awareness** talk was a particular eye opener and people have chatted about watching their unit intake going forward." Colloide Engineering Systems.



# Who took part?



## What did workplaces say about Well Team?



“Well Team has highlighted the main health issues facing our workforce. This has helped prioritise what we need to address and has buy in from all Directors.”

Out There Services



“I think this is an excellent platform to promote health and wellbeing in the workplace and the support from NICHS has been first class.”

Colloide Engineering Systems



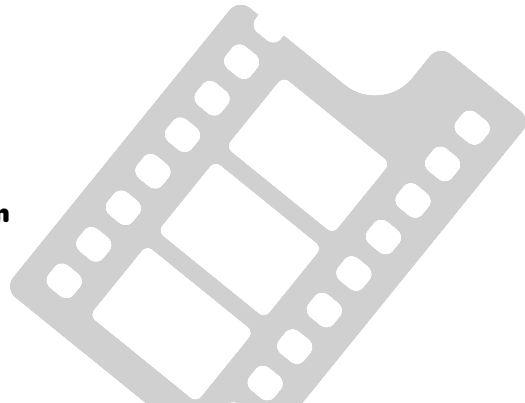
“It has really got employees to come together and enjoy making healthier lifestyle choices.”

Mivan Marine Ltd

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### Well Team case study:

Check out the benefits P&O Ferries have gained from getting involved in Well Team, from the perspective of senior management, a health champion and an employee: [www.nichs.org.uk/wellteam](http://www.nichs.org.uk/wellteam)



## Workplace Awards & Recognition

Workplaces were supported to apply for workplace health & wellbeing awards as part of the Well Team service. This was optional to all workplaces in line with their own business priorities. In total, 10 workplaces were shortlisted and 5 workplaces won an award. In addition, 2 workplaces achieved Investors in People Health & Wellbeing accreditation.

### Winning workplaces:

The Workspace Group x2  
Focus on Family  
P&O Ferries  
CDE Global

### Shortlisted workplaces:

Mivan Marine Ltd x2  
McCormack Demolition  
Wincanton  
Martin Building Contracting Services

## Investors in People Health & Wellbeing

Colloide Engineering Systems  
The Workspace Group



McCormack Demolition shortlisted for a Workplace Wellbeing Award



Health Champions from the Workspace Group collecting a Workplace Wellbeing Award



Staff from Focus on Family collecting a Workplace Wellbeing Award



Colloide Engineering Systems receiving Investors in People Health & Wellbeing Accreditation

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