

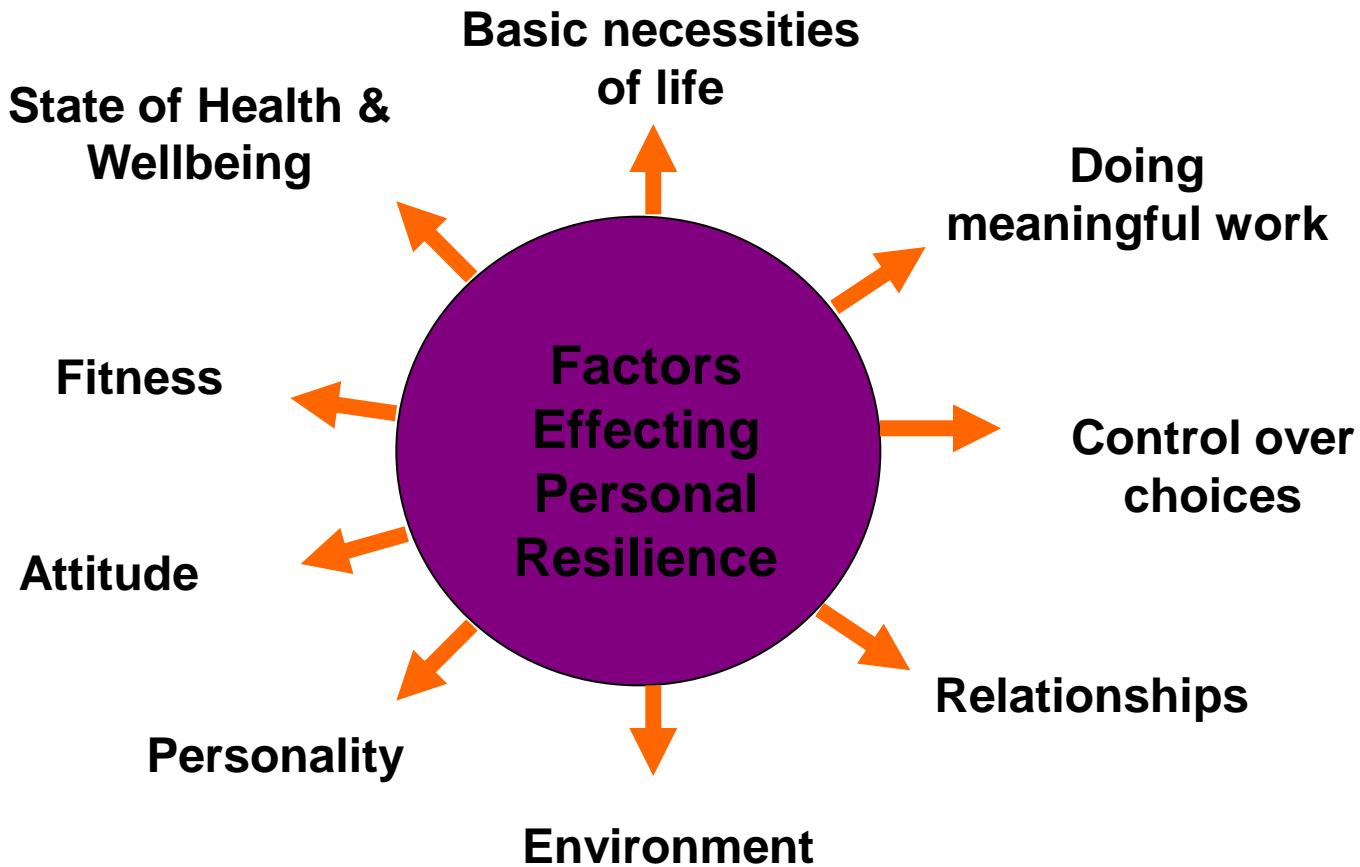
# Implementing Wellness



Te Kaunihera o  
**MANUKAU**  
City Council

Wellness  
**CONNECTION**

*It's good to feel **GREAT+***



Which ones can we appropriately influence or provide support for in a workplace to assist with the development of “resilience”?



The captive audience



Making exercise fun





## Tip of the Month

Walking, running, swimming and cycling are great activities for a mental retreat to reduce the stress that can sometimes lead to colds and flu. Use the repetitive movement to keep your mind focused and away from your worries. Think only about the movement of your body and your rhythmic breathing, gently allowing thoughts that come to your mind to simply pass you by. This timeout will refresh you and help you find solutions to problems or concerns.



### 1. What is your best defence against winter colds and flu's?

- I have a flu vaccination
- I eat lots of fruit and veges or take a multi-vitamin & minerals
- I exercise regularly
- I sleep well most of the time
- I wash my hands regularly
- I manage my stress effectively
- Most or all of the above

[Submit Survey](#) [View Results](#)

## Your Winter Health Guide



According to research done by the University of South Carolina, if you are walking or exercising nearly every single day, you are already fighting colds! Researchers found that adults who exercised moderately to vigorously at least 4 times per week had 25 per cent fewer colds over a year than those who moved less - so layer up and get your walking shoes on!

A cold is annoying but the flu can lay you flat out - and if you've got older relatives it can be a serious threat to them. Click **MORE INFO** for more tips on bumping up your protection against colds and flu's this winter

[More Info](#)

## Wellness Library

[Optimum Nutrition](#)[Weight Management](#)[Managing the Pace](#)[Fighting Fatigue](#)[Fit for Life](#)[Posture Power](#)[The Corporate Traveller](#)



It's good to feel GREAT.

Wellness  
CONNECTION

*Help us spread the  
Wellness Connection "bugs"*

Are you an enthusiastic person who regularly encourages and motivates your colleagues to take part in activities and events that the Council organises?

Would you like to become an integral part of driving the success of Manukau City Council's employee wellness programme, Wellness Connection?



## Become a Wellness Champion!

Little time is required of the Wellness Champions, it is more a role of spreading the "wellness bugs" enthusiastically. We will provide you with advance notice of upcoming events, new resources available and inspiring stories of your colleagues efforts to enhance their own "wellness". You just need to let your workmates know and encourage them to get involved.

Register your interest in becoming a Wellness Champion by Wednesday 16 July, and you will go in the draw to win an assortment of "wellness" goodies.

Email [lisa.reardon@azion.co.nz](mailto:lisa.reardon@azion.co.nz) to join the list.

Or fill this form out and place it in the box at the Azion stand when you leave today.

Name: \_\_\_\_\_

Work Location: \_\_\_\_\_

Email Address: \_\_\_\_\_

# FunctionalAge Health Checks

It's good to feel GREAT.

Wellness  
CONNECTION

## NOVEMBER BOOKINGS OPEN NOW!

FunctionalAge

YOUR AZION FUNCTIONALAGE™ RESULT IS A GUIDE TO THE IMPACT YOUR CURRENT PHYSICAL CONDITION AND LIFESTYLE BEHAVIOURS ARE HAVING ON HOW WELL YOU FUNCTION EACH AND EVERY DAY.





It's good to feel GREAT.  
Wellness  
CONNECTION

## Financial Wellness Seminar

Thursday 14th August 2008, 10 - 11am  
in the Manukau Room

**Are you feeling a  
little financially  
stretched?**

EAP Services will present an interesting and informative workshop on how to manage your money. Come along to hear Tony Walker (CFP) talk about the principles of:



- Budgeting
- Cash management
- Debt management
- Credit cards and "personal loans"
- Savings strategies and goals

**It's on next week so book it in your calendar!**

*Spaces are limited, so please book your place by emailing  
[clare.tauhinu@manukau.govt.nz](mailto:clare.tauhinu@manukau.govt.nz)*



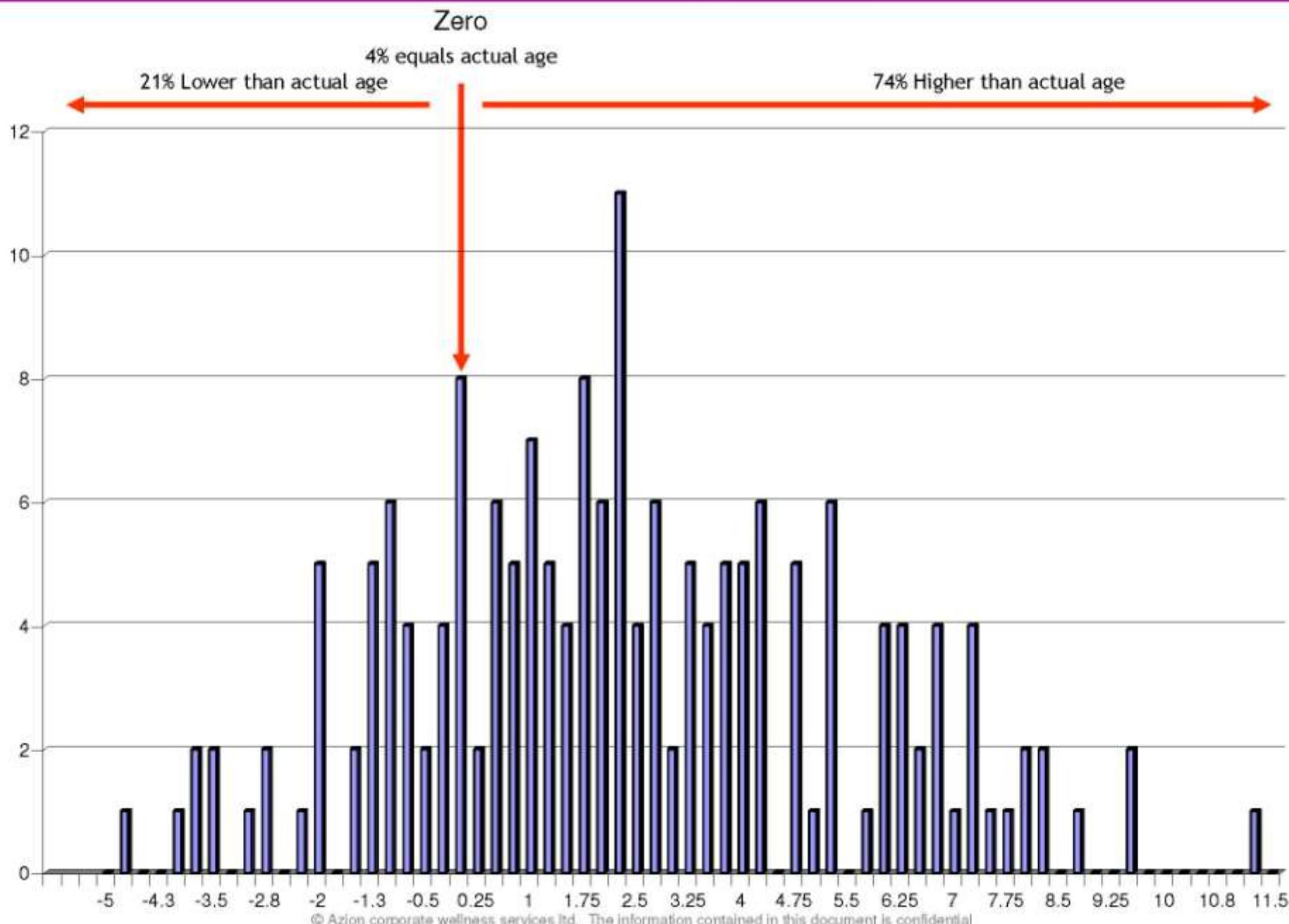
# Is it Working?

- Great for boosting moral to help develop a supportive environment;
- Supportive of the organisations values:
  - Our people are our passion; and
  - We are here to make a difference to our community.

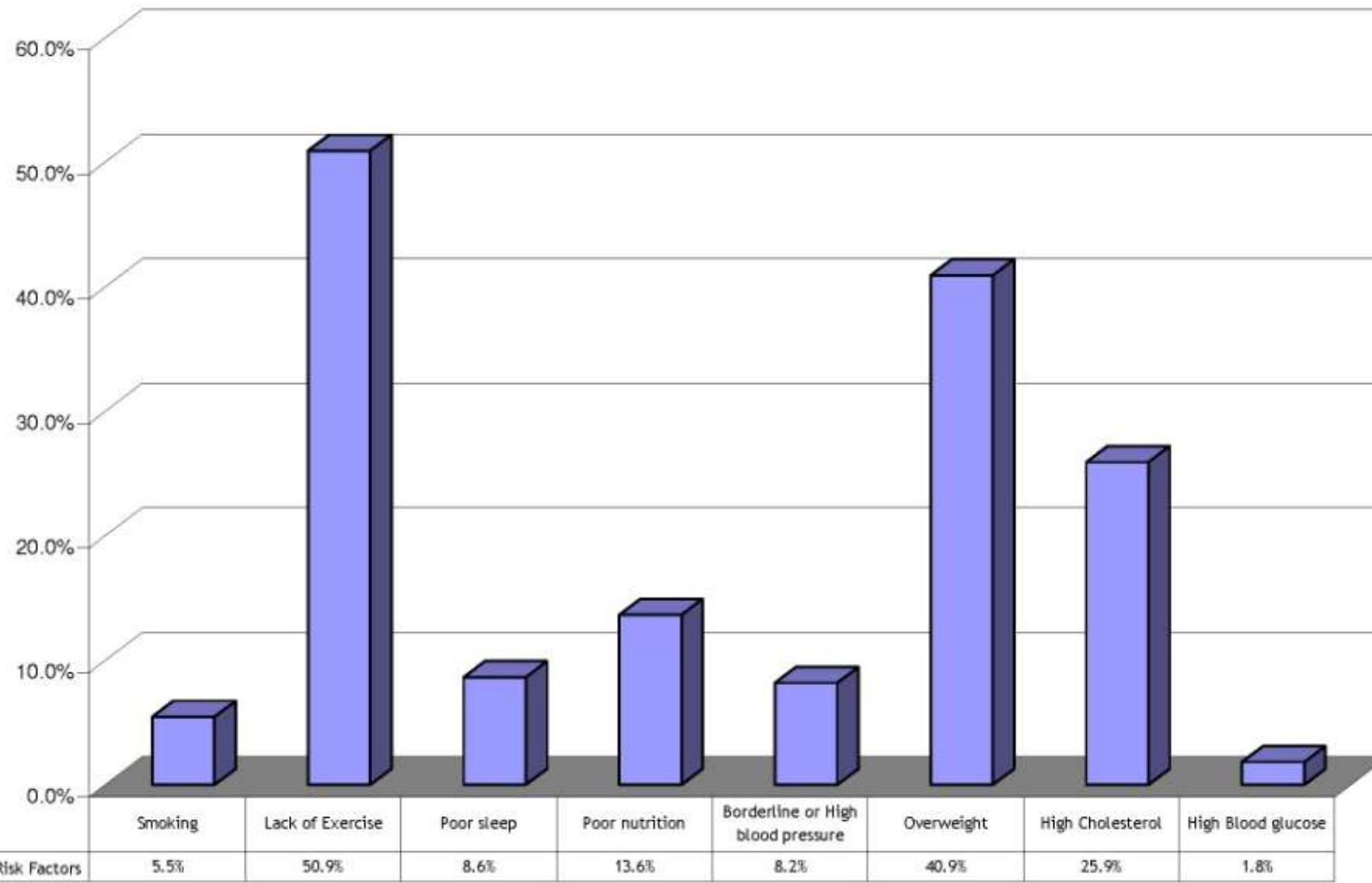
The next few slides are a small selection of the typical FAHC programme report.



# FunctionalAge™ Range

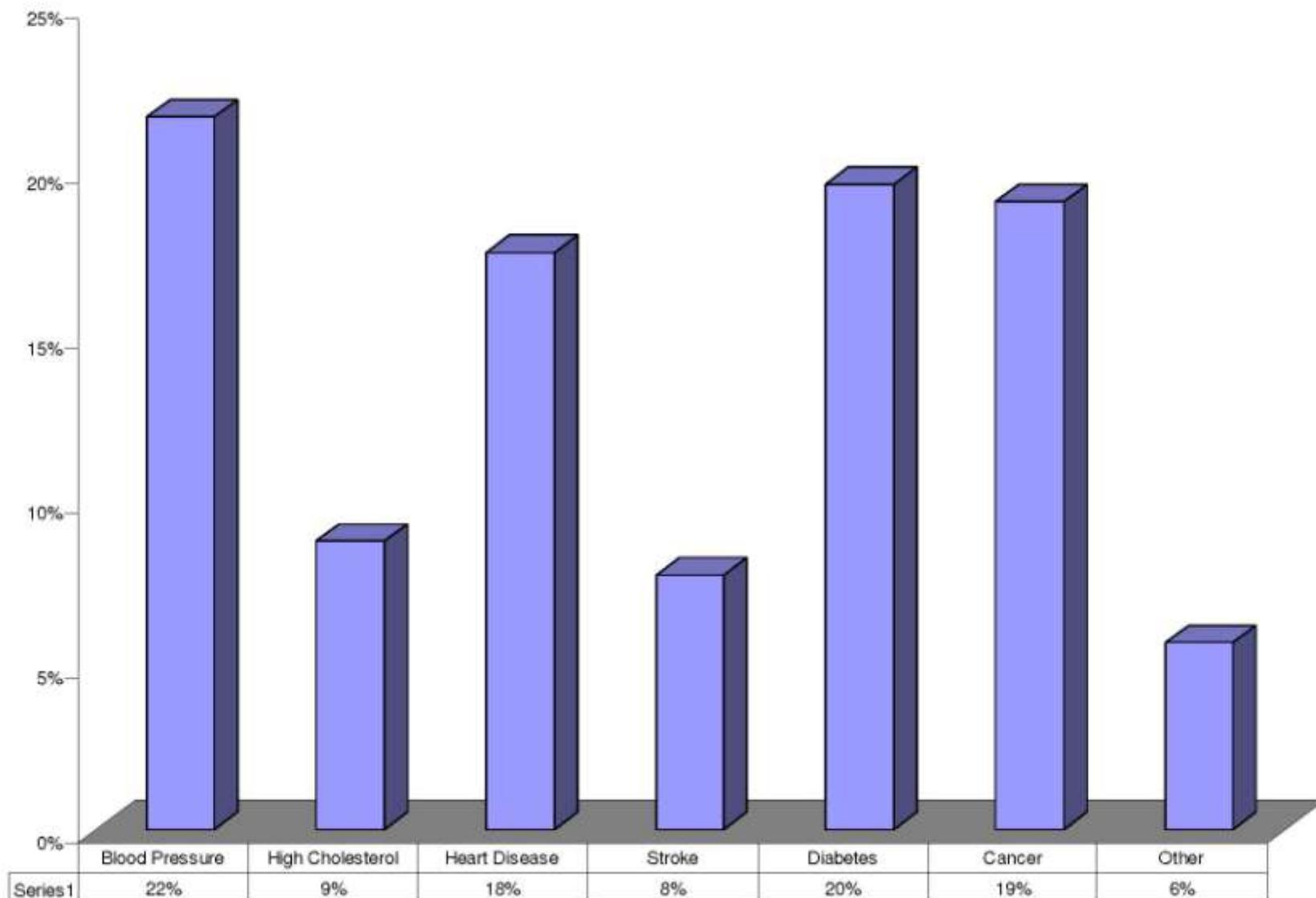


# Number of Health Risk Factors Affecting Absence & Productivity



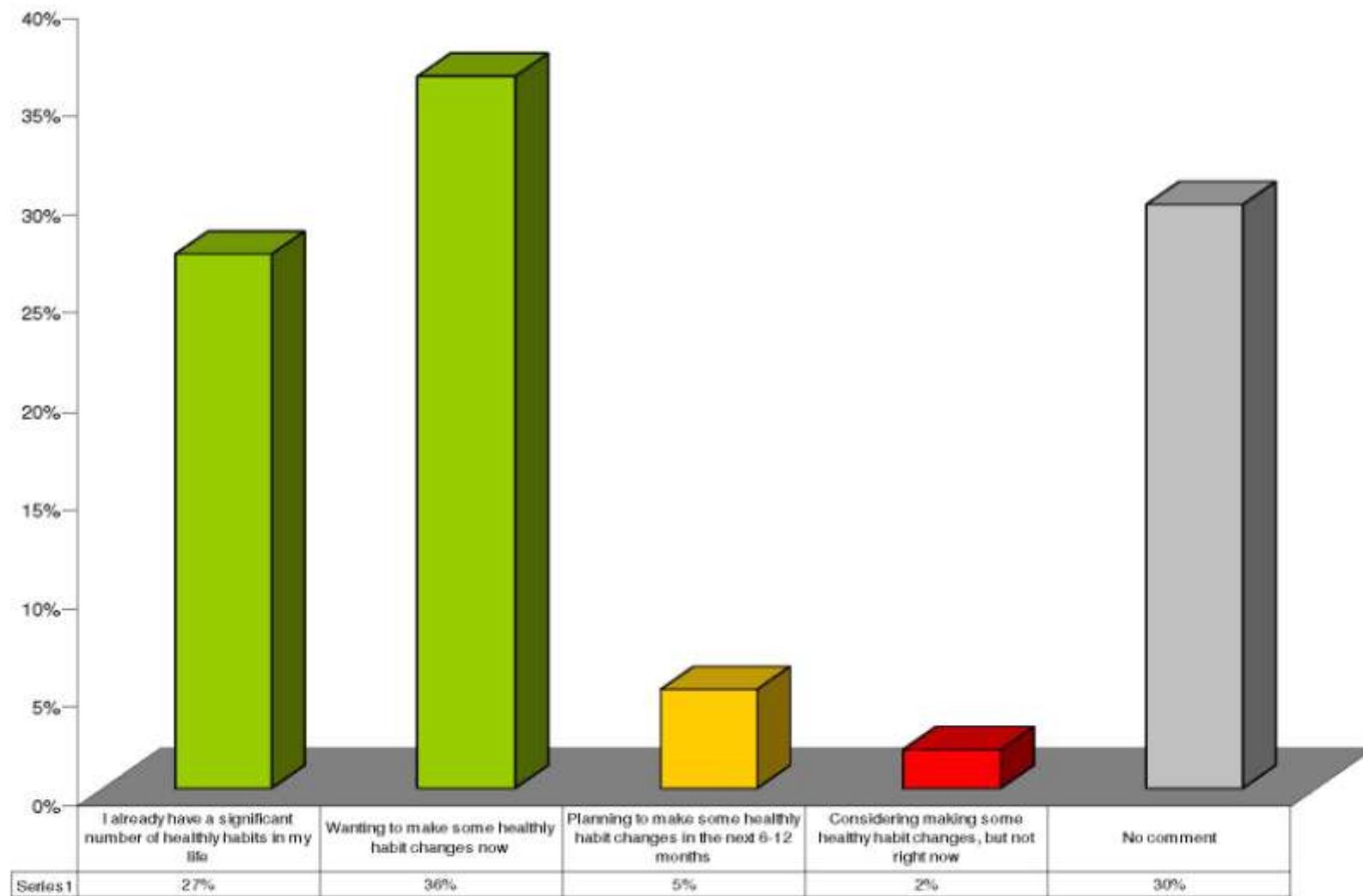
# Family Medical History

This may be of interest to you to focus on topics like “the implications of the health of your family - what does that mean for me?” and if you want to include employee’s families, to potentially provide some seminars on these topics.



# Are They Ready to Make Change?

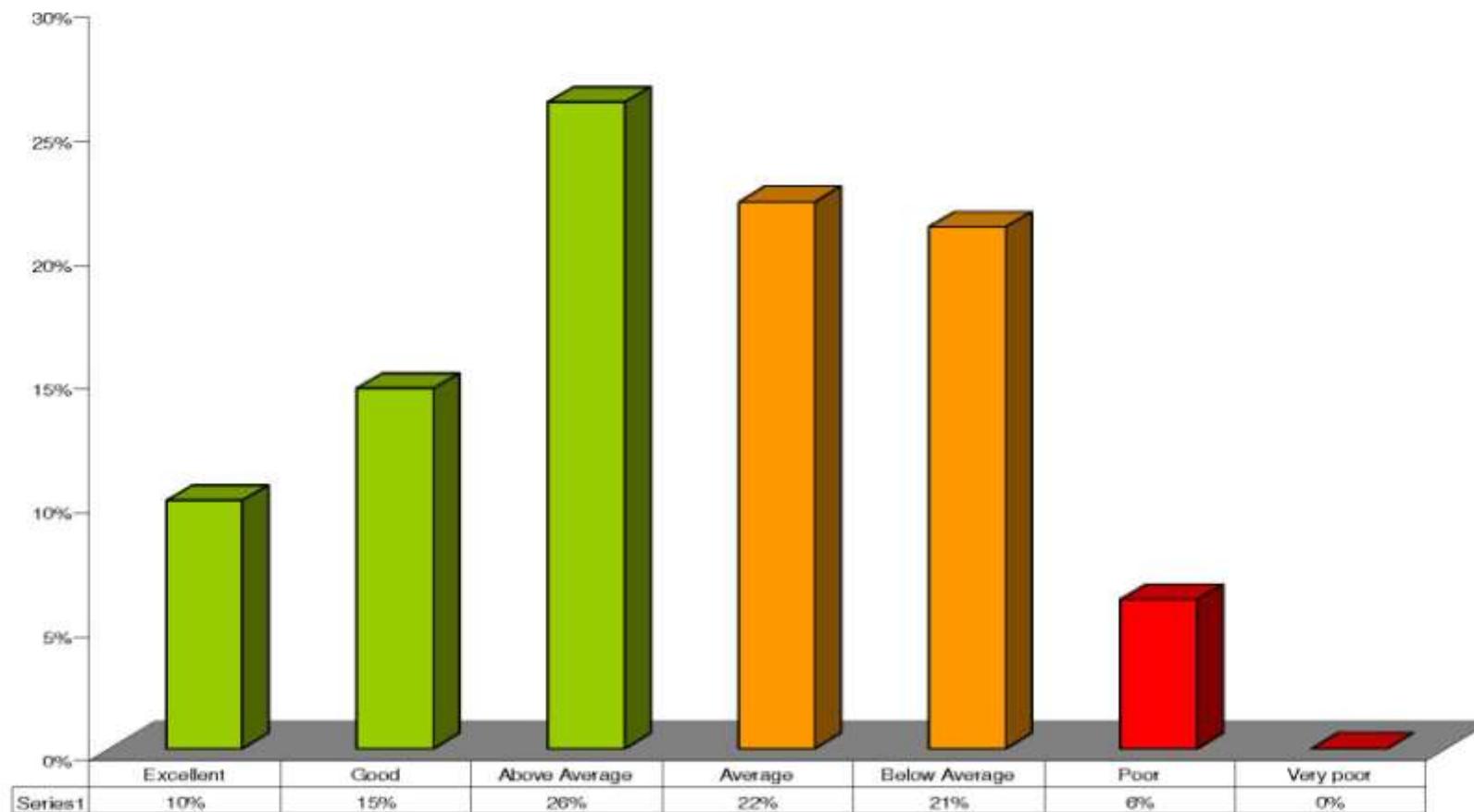
This self-reported stage of behavioural change indicates that whilst a number of people involved are already taking good care of themselves, there is a good proportion of the people who took part in the FunctionalAge™ health checks want to make some changes now or in the near future. So an investment in ongoing initiatives will be well received by your staff.



# Summary Fitness Test

Cardiovascular fitness is critically important to each and every one of us as it creates resilience that boosts the **quality of your day to day energy and brainpower and improves your resilience to the effects of mental stress**. Research shows that people who exercise regularly to maintain an average fitness level suffer less from high blood pressure and high cholesterol which according to the World Health Organisation reduces their risk of heart disease, diabetes and other life-threatening illnesses.

The **fitness rating** is a measure of how quickly the heart rate returns to "normal" after exercise, and is an indication of the strength & efficiency of the cardiovascular system (heart, lungs, muscles & arteries). Research has shown that people with poor fitness take more unscheduled leave than those who have a moderate level of fitness due to regular participation in physical exercise. The three minute step test we use is an internationally standardised fitness test. It is highly accurate and simple to perform in a workplace. It provides for an effective measure that can be re-tested with high accuracy and is convenient for participants as they don't need any special clothing or equipment to complete it.

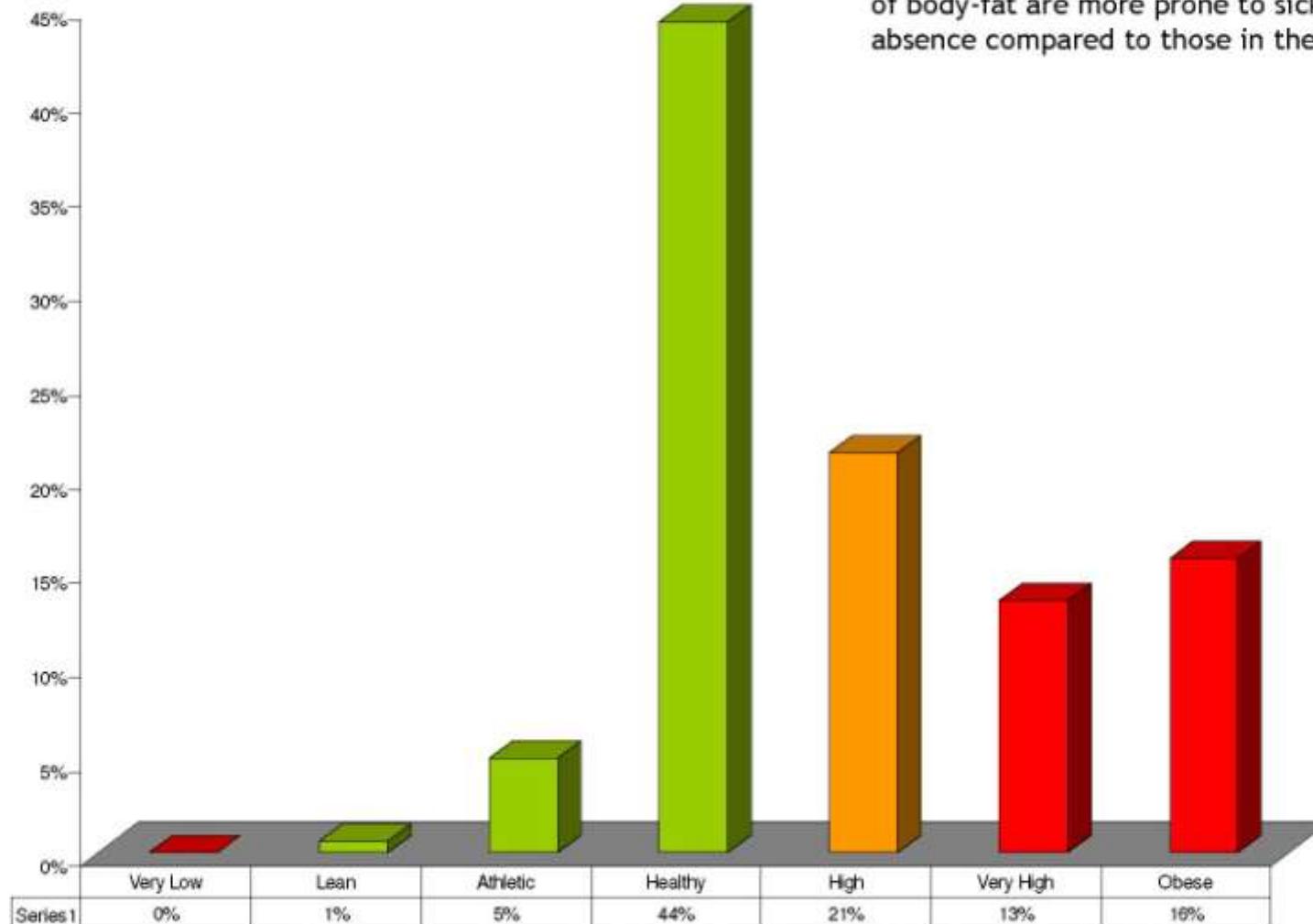


# Summary Body Fat

According to the NZ Best Practice Guidelines people who have a high body mass index have over a 30 - 40 fold increased risk of developing diabetes and a 2 or 3 fold increase in risk of both coronary heart disease and stroke.

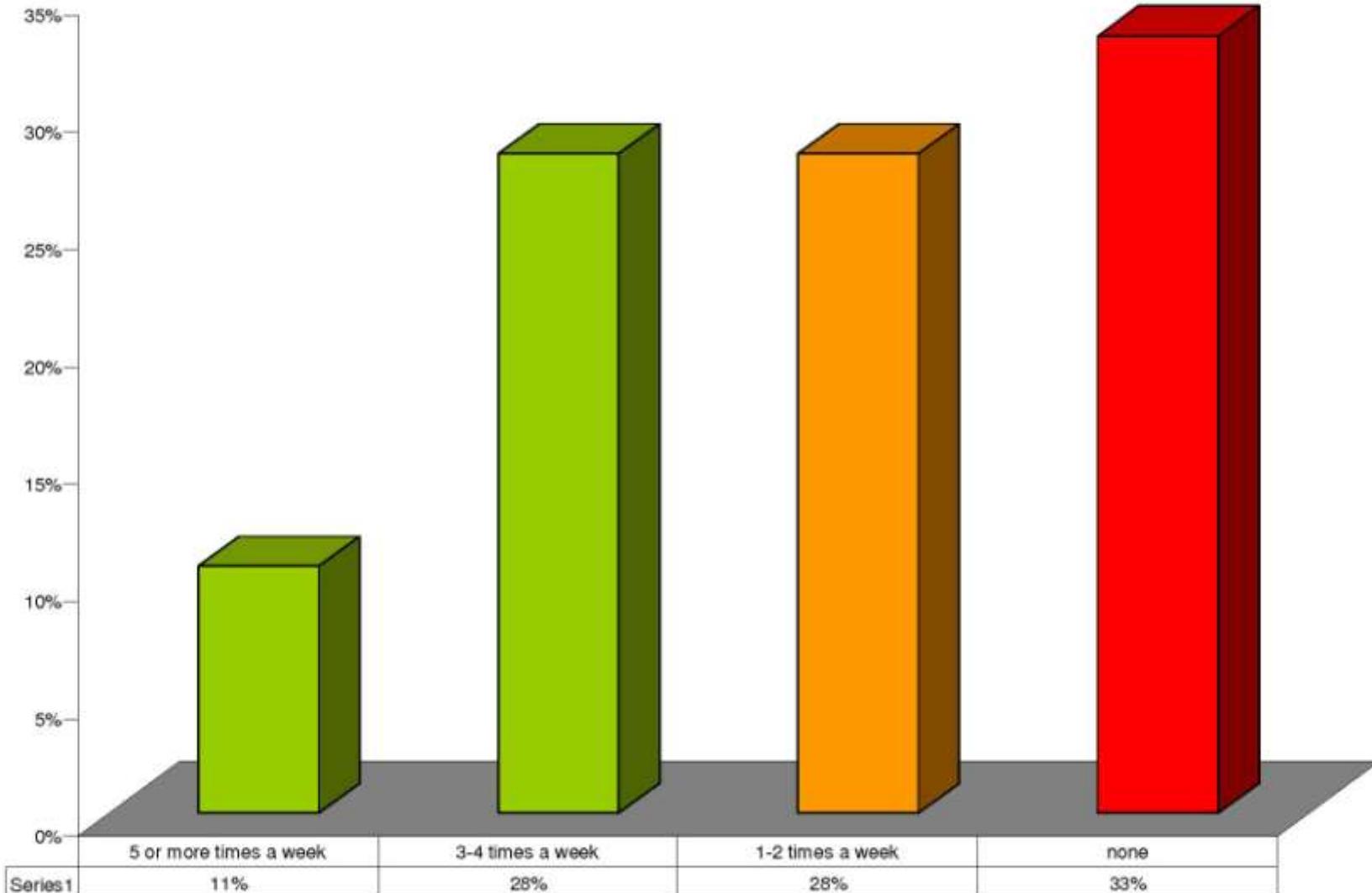
Because BMI is no more than a calculation of height and weight, we use the more accurate bioelectrical-impedance body-fat measure, as high or low levels of body-fat can pose the true risk to our health.

Studies have also shown that people with high levels of body-fat are more prone to sickness leading to absence compared to those in the healthy range.



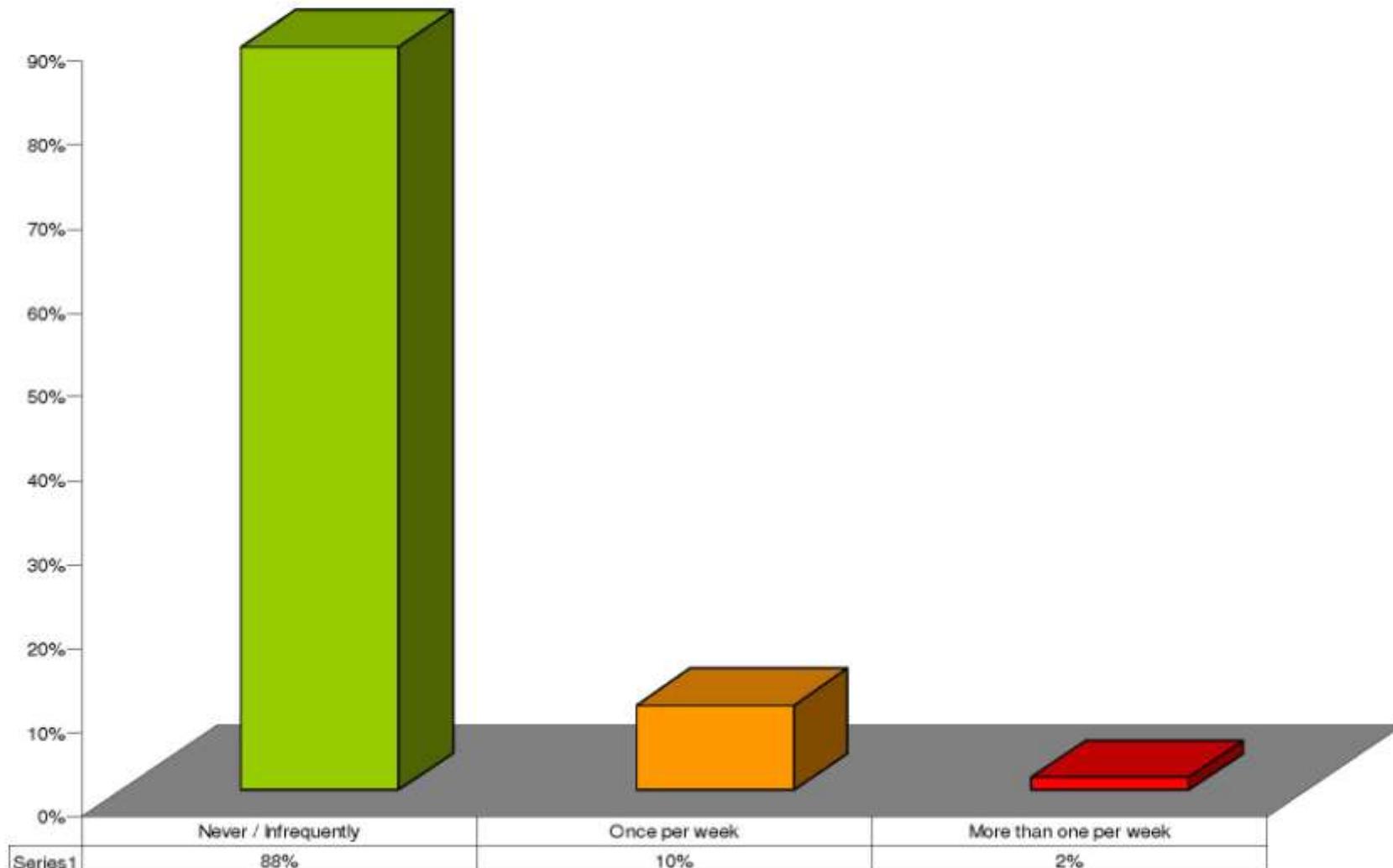
# Summary Exercise Frequency

Exercise is crucial for building physical and mental resilience, elevating mood, boosting immunity and energy reserves and helping to reduce the negative impacts of stress. It's not necessary to train to run a marathon but it is important to engage in regular activity to ensure optimal daily function.



## Summary Alcohol Use

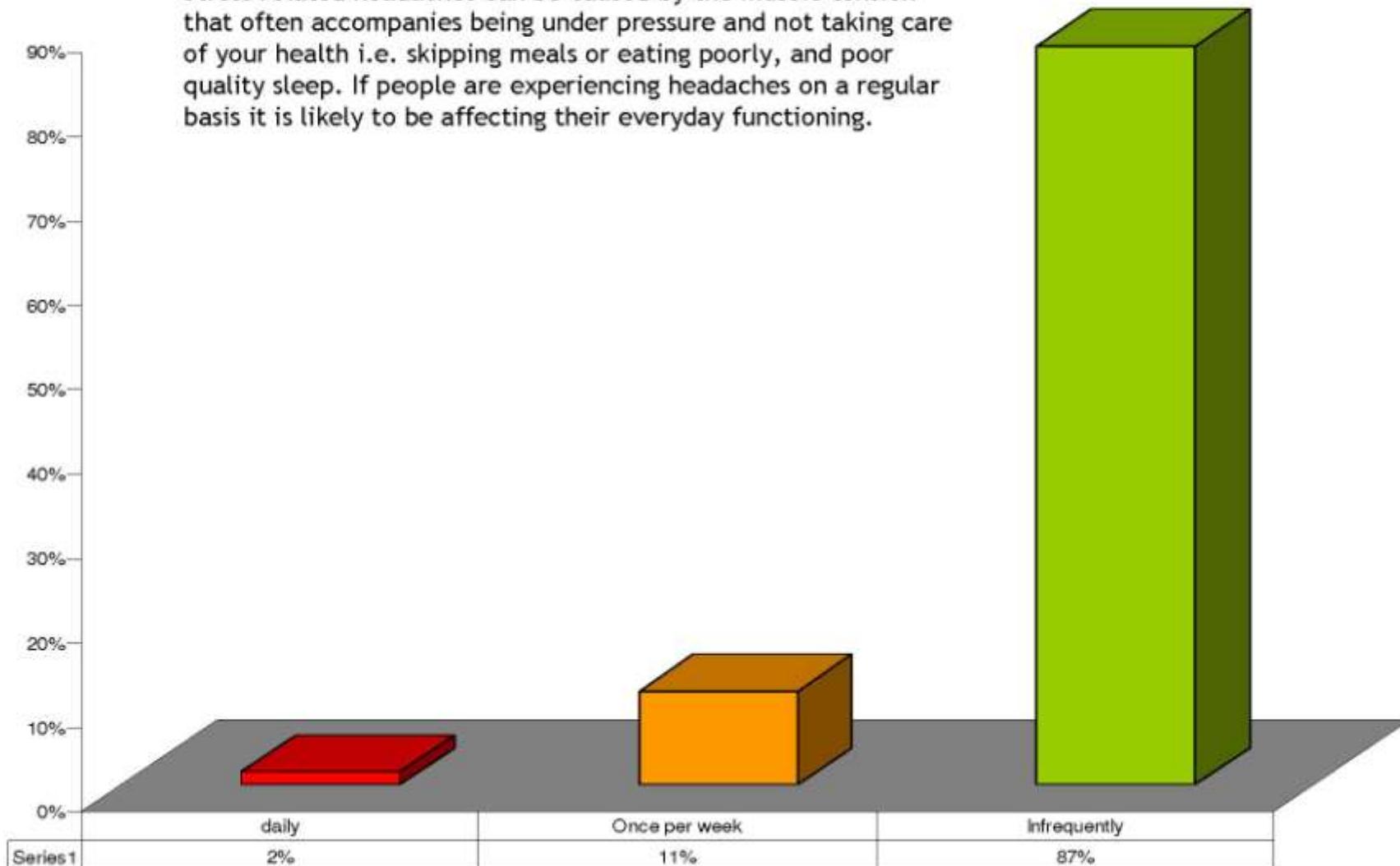
Whilst drinking moderate amounts of alcohol may be in some cases beneficial to our health, binge drinking can cause serious damage. The kidneys and liver have to work overtime to eliminate alcohol from our system and when we consume more than 5 drinks on a regular basis they are put under extra pressure. If someone is drinking more than five servings of alcohol on a regular basis it will be affecting their every day function and potentially longer term health. It could also be a symptom of other problems that are not being appropriately dealt with such as financial or relationship pressures.



# Summary Headaches

Headaches can be apparent for a number of reasons. The most likely causes are muscle tension, dehydration and stress. Muscle tension can be caused by a variety of things, including poor posture, misalignment of the spine and long hours of either sitting or standing. Dehydration is usually a combination of insufficient fluids being consumed, spending lots of time in air-conditioned environments like offices, cars or aeroplanes and from exercising without replacing lost fluids.

Stress related headaches can be caused by the muscle tension that often accompanies being under pressure and not taking care of your health i.e. skipping meals or eating poorly, and poor quality sleep. If people are experiencing headaches on a regular basis it is likely to be affecting their everyday functioning.



# The Next Phase

**Health testing in 2009 achieved 128 completed tests:**

Testing numbers in the 2<sup>nd</sup> year are always lower than the first, as most people do not require a “check-up” for 18 - 24 months.

- 61% of participants had a FunctionalAge™ that was higher than their actual age.
- 37% of participants had a FunctionalAge™ that was lower than their actual age.
- 2% of participants had a FunctionalAge™ that was the same as their actual age.
- **The FunctionalAge™ range was 4 years below actual age - 9.25 years above**

# Comparing Apples with Apples

**Of this group, 42 were tested in 2008 and 2009**

## 2008

- 71% had a FunctionalAge™ higher than their actual age
- 26% had a FunctionalAge™ lower than their actual age
- 3% had a FunctionalAge™ equal to their actual age
- The FunctionalAge™ range was 3.75 years below actual age - 11.25 years above

## 2009

- 57% had a FunctionalAge™ higher than their actual age
- 38% had a FunctionalAge™ lower than their actual age
- 5% had a FunctionalAge™ equal to their actual age
- The FunctionalAge™ range was 3.75 years below actual age - 9.25 years above



# The 2008 Measure of Success

- Unscheduled health leave was costing the organisation close to \$2M dollars.
  - June 2007 sick leave was equivalent to 3.51% of the total wage bill;
  - Staff absenteeism exceeded of 4%;
  - The national average is around 2%;
  - Reduced unscheduled absenteeism from over 4% to 3.72% in 6 months;
  - The 2008 book year hours lost due to unscheduled sick leave 52,659; and
  - The 2009 book year hours lost due unscheduled sick leave 35,320.

# The 2009 Measure of Success

Up to March 2009 the reduction in sick leave hours was 17,326

The ROI was calculated to be over \$510,000, a 6.4 to 1 ratio on the investment

By 1 July 2009 this gap was only 9732 hours

The “Swine flu” pandemic certainly had a profound affect on absenteeism

The final ROI was calculated to be over \$300,000, a 3.8 to 1 ratio on the investment

What was of more value was the improved engagement of the employees with the organisation and each other



# Other 2009 Measure of Success

45 employees were referred to their doctor after the FAHC's

Over 600 employees attended resilience training

By Dr Pitsillis and Dr McEwen

16 healthy living workshops were presented by Clare Turnbull (only 4 were originally planned)

There were no serious harm accident in the 2009 book year

Total cost of all accidents was \$10,712.41



## Summary Report for Manukau City Council

September 2009 Event

In 2008, MMC fielded 98 teams of 4 in the KWC  
Supported the Kiwi School Challenge, 1 place per team fielded

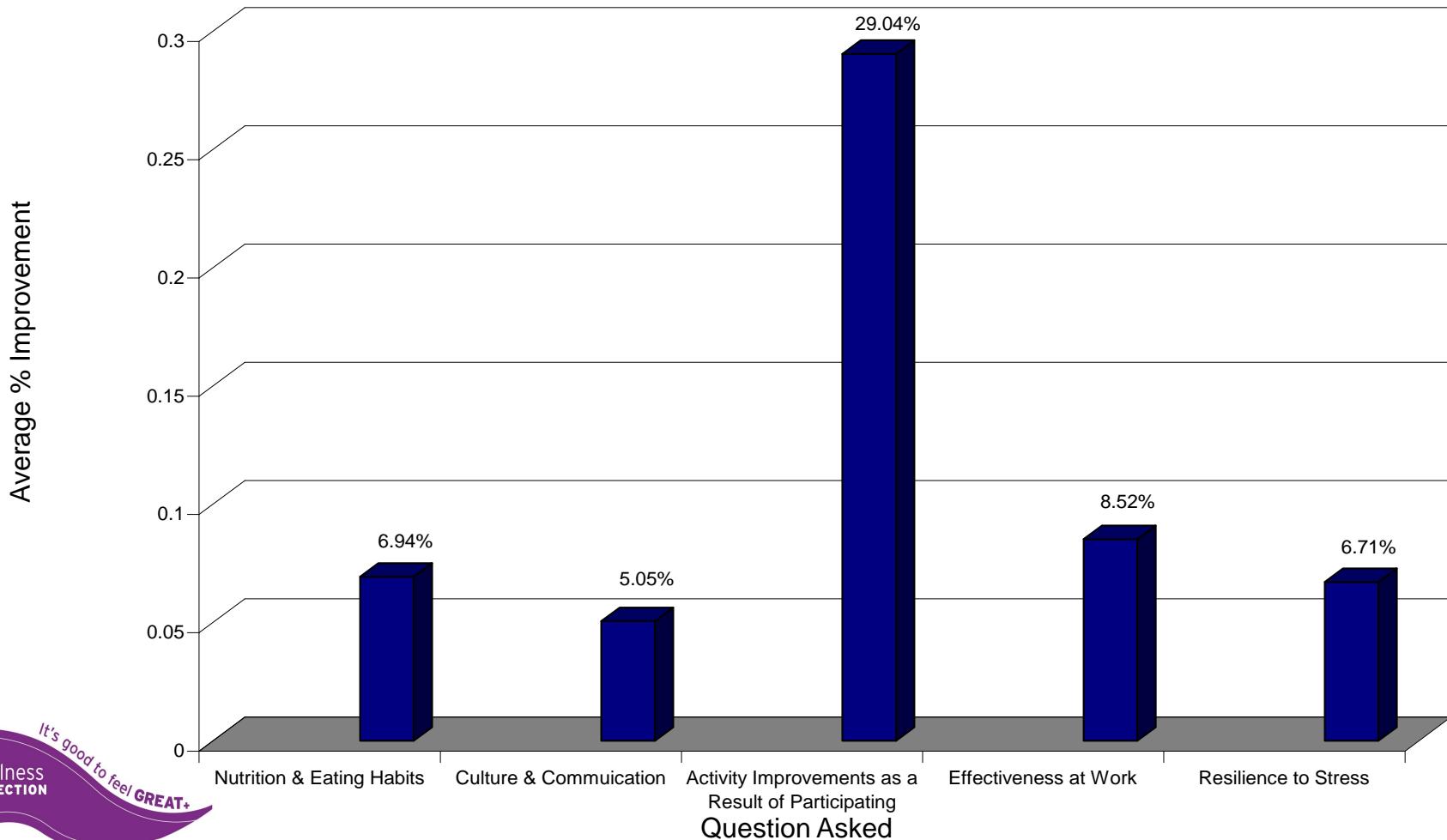
In 2009, MMC fielded 104 teams of 4 in the KWC  
Supported Heart Children NZ





## Survey Results

Aside from the softer benefits of boosting teamwork and morale, participants were surveyed at the start and end of the event. They were asked to self-assess how they felt in the following areas rated on a scale of 1-10. This graph summarizes the average percentage improvement overall.





## SOME ACTUAL FEEDBACK COMMENTS

- Provided a good incentive to get moving and active .
- Loved the challenge great to have the team involved a good talking point and motivator. look forward to next year.
- I've enjoyed the challenge and improved my health and well-being, I'm more motivated at work and active with family and friends
- The challenge was great and for a very good cause. I look forward to the next one.
- I had already started my healthy exercise and eating changes prior to this event happening, so I had a head start, but I enjoyed logging my steps and activities on a daily basis. It helped to keep me focused and enthused. Thank you for allowing me to participate.
- Awesome challenge, it helped me get out there and be more ACTIVE!
- This was a great challenge and quite inspiring. I enjoyed being part of an energetic team. This Kiwi Challenge was a great idea. Thanks for the experience.
- Yes I enjoyed the challenge. It helped me to keep up my fitness level and worked well with my Weight Watchers Programme which I started in August and have lost 5 kilo and am very happy and feel healthier and more agile and less pain in more joints. Keep up these motivational activities. Great Work. Awesome as it helped me become more passionate about exercise and eating well.. Feel great and active.

# Added in the 2009 Programme

WeightWatchers and Sure Slim

Pilates Classes

Yoga Classes

Zumba

Bone Density Testing



# Expanded on in the 2009 Programme?

- Build on the resilience programmes as we prepare for the Supercity;
- Expand the practical tools for:
  - Stress management ;
  - Healthy eating;
  - Change management
  - Financial planning, etc.
- A New Kiwi Workplace Challenge; and
- FAHC for new and old customers



# What was dropped in the 2009 Programme?

**NOTHING**



# In Hindsight

- What would I do differently
  - I would
    - get a bigger budget
    - Have some administrative help
- What would I not change
  - I would not
    - Get rid of the fun factor
    - Try to do this without professional help



# So tell me, what is holding you back

