The Voice of the Networks

ENA Occupational Health Committee – Case Study

TITLE **Lifestyle Health Checks**

**These case studies are designed to outline the overall management of stress programmes within ENA member companies, and so identify different approaches to the management of this issue and examples of good practice.**

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| **Company Name:**  |
| **Company Initiative:**Providing free on site voluntary lifestyle health checks company wide as part of workplace wellbeing programme  |
| **What did the Company do:**Health and wellbeing remains one of SSE’s core SHE goals and we fully recognise the importance of a healthy, active and stress free workforce. Over the years we have recognised a key risk around a large proportion of staff that are simply unaware they are carrying significant health risks. A way to address this is by raising awareness, providing staff with information around their personal health biometrics. With this in mind, we have created a rolling two year programme to provide voluntary lifestyle health checks across SSE. The checks are available to all SSE employees and entitles them to one free health check every two years. This is in addition to any occupational health surveillance or fit for work programmes available to a certain staff with appropriate job roles. Working with our Occupational Health providers, we have created a schedule for professional technicians to visit our various locations across the UK. Information is communicated to the sites in advance of the visit to enable planning and preparation ahead of the checks. Appointments are offered to all employees who request one along with some advice about what to expect and what precautions to take ahead of the check i.e. avoiding anything but water in the two hours preceding the health check. Each member of staff then has a basic biometric check covering cholesterol, blood glucose, blood pressure and BMI. The results are then discussed with the member of staff and recorded so they can take the details away with them along with information to interpret their results. An example of this can be seen below:-*Example of lifestyle health check results.*  |
| **Health and safety benefits:**Providing awareness to staff on key health indicators along with material is a way to encourage healthier lifestyle choices. Employees can be unaware they may have high cholesterol or blood pressure and this provides instant information. There have been some instances where immediate intervention is necessary. For the majority of staff it’s simply a case of their results highlighting a few areas they can improve upon. It does give them a little nudge and encourage them to improve their health. This also causes a chain reaction. Colleagues talk to each other, start to compare results and naturally become a little competitive. Even employees that don’t actually have a health check themselves they can see those around then reacting positively and therefore could be potentially influenced by this.  |
| **Business / Cost Benefits:**The results collated provide valuable high level information on employee health and can be used to address various issues. Carrying out these checks provides information to help advise staff on what they can do to improve these factors i.e. increasing physical activity, eating a healthier diet and avoiding harmful substances such as smoking, excessive alcohol consumption or drugs. Education and awareness backed up with meaningful data highlights the dangers to all staff, not just those who’ve had an actual health check. To measure the actual business benefit:-* Attendance levels will be tracked to monitor any improvements
* Employee participation levels will also be tracked
* Survey data to measure employee engagement / feedback
* Increased employee retention
* Improve associated performance
* Benchmark biometric high level data
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| **Employee involvement:**Participation levels will be tracked along with employee engagement surveys and personal testimonies. Colleagues will be encouraged to discuss and promote the checks to others and help advise and encourage.  |
| **Management View:**It is understood there will be a benefit related to these health checks but it will be hard to directly attribute these with attendance levels. Providing free health checks demonstrates company commitment to our values as well as encourages a healthier and more productive workplace.  |