

DERBYSHIRE COUNTY COUNCIL
MEETING WITH CABINET MEMBER, HEALTH AND COMMUNITIES

8 March 2018

Report of the Director of Public Health

**Workplace Shift -
Physical Activity Pilots with staff from Chesterfield Royal Hospital (CRH)
and Derbyshire County Council (DCC) Adult Care**

1. Purpose of the report

To seek cabinet member approval to award the following grants;

- £25,000 to The Community Sports Trust (CST) to deliver a pilot project aimed at increasing physical activity levels of staff based at the Chesterfield Royal Hospital.
- £20,000 to The Community Sports Trust (CST) to deliver a pilot project aimed at increasing physical activity levels of staff within Adult Care.

2. Information and analysis

2.1 Chesterfield Royal Hospital

A recent staff health needs assessment has identified high levels of dissatisfaction with both physical and mental health among staff at CRH. It is known that increasing levels of physical activity is associated with both improved physical and mental health. Whilst no formal survey of levels of physical activity among staff has been undertaken, there is undoubtedly a range of levels of physical activity among staff; there is no reason to believe that they are significantly different to the general population.

Recent initiatives at CRH to promote physical activity, such as the establishment of a running club, have met with some success, though for many staff, their work schedule and other commitments make participation impossible or impractical. Moreover, such initiatives are known to attract people who are already physically active, and the people who benefit most from becoming more active are those who are least active to begin with.

CRH are committed to a whole system approach to health and wellbeing and have a panel of staff who lead on this work on behalf of the hospital supported by the Derbyshire County Council Healthy Workplaces Programme. Translating good intentions into meaningful actions is often a

challenge and further support to spearhead this work is welcomed by the hospital. Engaging staff in lifestyle change will be critical to creating a culture shift across the workforce, which it is hoped will in turn improve staff wellbeing, reduce absenteeism and be active role models for people using CRH services. It is proposed that a one year pilot is undertaken to test different approaches to increasing levels of physical activity in the workplace, linked to the existing broader Healthy Workplaces Programme, including;

- a) A holistic approach to promoting physical activity, engaging leaders throughout the CRH to embed positive attitudes to and uptake of regular exercise throughout the day by the whole workforce.
- b) Delivering a schedule of Health MOTs / Know Your Numbers which will lead to staff being engaged, assessed and supported or signposted to access appropriate exercise opportunities either within the workplace or in their local community.
- c) Hospital wide campaigns linked to national events/campaigns to raise awareness of the benefits of exercise and to encourage people to participate.
- d) Where appropriate, support groups of staff to engage in peer support to help each other exercise regularly throughout the week.

This supports part of an approach to build the evidence base on whole-organisation approaches to health and wellbeing and also supports delivery of elements of the Sustainability and Transformation Plan Prevention work stream. An end of pilot evaluation will be produced by Nottingham Trent University as part of this funding.

It is proposed to include in the evaluation the influence a workplace approach has on physical activity levels of its employees. Can physical activity levels of employees be improved if the workplace promotes and supports its staff to be more physically active? To support this element of the evaluation it is proposed to include £5000 from the Public Health research fund which will be matched by CRH.

2.2 DCC Adult Care

Staff within Adult Social Care often work unsociable shift patterns and can find it difficult to access regular session based exercise classes, or even prioritise their own health and wellbeing whilst caring for others.

The use of personalised technology to monitor physical activity levels has become increasingly popular, and an increasing number of different accelerometers are now available to do this, as well as apps for use on

mobile phones. However, their popularity outstrips the evidence base of effectiveness, especially with regard to long term behaviour change.

Working with Cambridge based partner ActivInsights, CST have the opportunity to try out the use of a wrist worn physical activity monitor to facilitate an increase in physical activity in relatively inactive staff, when used in conjunction with coaching input.

It is proposed that a one year pilot is undertaken to test an approach which uses intensive one to one support to help inactive staff enjoy regular exercise as part of their daily lives.

It is proposed that CST will facilitate:

- a) Health MOTs with staff from across the Department who have unsocial work patterns, a total of 60 inactive people (4 cohorts of 15 people) will be recruited to join the programme which will take a personal approach to understand lifestyle patterns and provide one to one coaching and motivational interviewing as well as use of the ActiveInsight accelerometer to track progress.
- b) Participants will wear the band for 1 week initially with no coaching, followed by a further 11 weeks and engage in fortnightly 30 minute coaching sessions to consider activity levels and lifestyle behaviours which may improve levels of physical and mental wellbeing. Results will be tracked using the band readouts as well as questionnaires at 4 and 12 weeks. Participants will be encouraged to join local activity sessions appropriate to their shift pattern, fitness levels and interests. Band readouts are considered by the participants and the coach to identify areas for improvement. Positive habit forming will be key to behaviour change.
- c) An evaluation will be completed by Nottingham Trent University to ascertain if support provided in the workplace can help staff to increase their activity levels and improve their wellbeing.

The funding will enable this organisation, and others via the research, to be more effective in providing services to promote activity across Derbyshire. CST will encourage activity and will not be competing with other profit making organisations in the County. It is more likely that the success of encouraging more activity will result in greater participation at a number of sporting and community based venues in Derbyshire.

3 Social Value Considerations

There is a considerable body of evidence demonstrating the benefits of physical activity in terms of both treating and preventing diseases. Exercise

has been called a “wonder drug” or “miracle cure”. Increasing physical activity improves health for those with chronic conditions and prevents many common serious medical conditions. The health improvements with physical activity are often greater than many drugs. The effect is seen with small amounts of physical activity: 30 minutes, 5 times a week. For children 60 minutes per day is the recommended minimum. There are four main physical causes of most preventable ill-health. These “big 4” proximate causes are: poor nutrition, smoking, lack of activity and alcohol. These are also the four main physical causes of most premature deaths and of most inequalities in health. Lack of physical activity is the most recently recognised modifiable risk factor of all the large contributors to ill-health.

4. Financial Considerations

The finance for this service is provided from within the Public Health budget. The total value of the awards is £40,000 for the pilot projects. In addition Public Health will match fund CRH to a maximum of £5,000 for an evaluation component of the Programme from the public health research fund within the Public Health budget.

5. Legal Considerations

The Council is permitted to make such payments under the “General Power of Competence” set out in the Localism Act 2011. A grant agreement shall be used to set out the terms and conditions for which the grant is made. The recipient of the grant is not contractually obliged to deliver the services, although the Council would seek to claw back the grant in appropriate circumstances were there to be significant non-performance of any grant conditions

6. Other considerations

In preparing this report the relevance of the following factors has been considered: prevention of crime and disorder, equality of opportunity, human resources, environmental, health, property and transport considerations.

5. Background papers

N/A

6. Key Decision

No

7. Call-in

Is it required that call-in be waived for any decision on this report?
No

8. Officer's Recommendation

That the Cabinet member approves the award of the grants of £45,000 to the CST for the provision of these pilot projects to commence in April 2018. There will be a further up-date report after the first 24 weeks of the project.

Dean Wallace
Director of Public Health