

Public Health Intervention Guidance

Consultation on Review proposal to update – PROMOTING PHYSICAL ACTIVITY IN THE WORKPLACE - Stakeholder Comments Table

4th May – 18th May 2011

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| British Psychological Society | General | We note that the recommendation is to review the guidance at this time, and the Society would not disagree with this recommendation | Thank you. The proposal was to review this guidance as part of a broader suite of guidance relating to workplace health. NICE is currently working with DH to decide what this suite of work will be. |
| British Telecom | Section 2, page 10 and section 3.9 | References to absenteeism but presenteeism costs organisations more | Thank you. We agree that this is relevant to work and health. |
| British Telecom | General | Look at the role of innovative methods of engaging employees in physical activity, e.g. social networking tools, second life etc. | Thank you. We agree that this is relevant to work and health. |
| British Telecom | References Five ways to wellbeing: the evidence MacLeod report | http://www.neweconomics.org/publications/five-ways-well-being-evidence http://www.berr.gov.uk/files/file52215.pdf | Thank you. |
| EEF, The Manufacturers' Organisations | General | The review mentions an expert group including 'representatives from relevant industry sectors.' but there does not seem to be | Thank you. Industry representatives were invited |

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| | | any employer representation on the expert group. | to the expert meeting but unfortunately did not attend.. |
| EEF, The Manufacturers' Organisations | General | Of particular interest to employers is the need to provide incentives to encourage physical activity initiatives in the workplace; as a minimum, such initiatives should not be seen as a 'benefit in kind' by the Treasury and taxed. | Thank you. We agree that this is relevant to work and health. |
| EEF, The Manufacturers' Organisations | General | Whilst mention is made in the guidance about large and SMEs, there needs to be better understanding in the guidance that the abilities to participate and what could be done differs whether the employer is at large or small / micro. | Thank you. We agree that this is relevant to work and health. |
| EEF, The Manufacturers' Organisations | General | We agree that the updated guidance would be more useful in the context of a broader programme of work that takes an overview/systems approach to workplace well-being and linked to the health, work and well-being strategies in each of the devolved administrations across the UK. | Thank you. NICE is currently working with DH to decide what this suite of work would be. |
| Manchester Mental Health and Social Care Trust | General and Section 3 and Section 5 | There is substantial evidence that physical activity is positively linked with good mental health (for example, Active Travel information produced by Sustrans, reports by the Mental Health | Thank you. We agree that this is relevant to work and health. |

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| | | Foundation; World Health Organisation 'A Review of Workplace Interventions that Promote Mental Wellbeing in the Workplace', RA Graveling, JO Crawford, H Cowie, C Amati, S Vohra, February 2008, reports by MIND including promotion of football and positive impact on mental health). This is another aspect which could be promoted within the guidance. | |
| Manchester Mental Health and Social Care Trust | Section 5 | The guidance in the context of a broader programme of work could make reference to the recently launched Workplace Wellbeing Charter, which involves self assessment by workplaces and an assessment process (to be done regionally). The website for the Charter should be live in July. Regional Health, Work and Wellbeing Coordinators are coordinating this work. The Charter includes a Standard on Promoting Physical Activity in the Workplace. | Thank you. We agree that this is relevant to work and health. |
| NHS Central Lancashire | General | Update the evidence base to reflect the emerging evidence around brief interventions in the workplace for physical activity (http://www.noo.org.uk/uploads/doc/vid_10702_BIV2.pdf) http://www.nwph.net/nwpho/Publications/HEALTH%20CHOICE%20.pdf | Thank you. We agree that this is relevant to work and health. |

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| NHS Central Lancashire | General | The current guideline does not reflect the importance of the social inclusion gains from participating in group physical activity. | Thank you. We agree that this is relevant to work and health. |
| NHS Central Lancashire | General | The revised guidance should make the links between alleviating back pain and stress more explicit, in recognition that these are the most common reasons for staff absence. A workplace activity for physical activity is likely to be undertaken as a result of a holistic workplace health programme to improve workplace health eg Health Works Awards Scheme (www.healthworksonline.co.uk) | Thank you. We agree that this is relevant to work and health. |
| NHS Central Lancashire | General | Provision should be made to encourage those working remotely to access physical activity information and opportunities. | Thank you. We agree that this is relevant to work and health. |
| NHS Central Lancashire | General | We would question the feasibility of incentive schemes to encourage physical activity, in the current economic climate. | Thank you. We agree that this is relevant to work and health. |
| NHS Central Lancashire | Research recommendations | The revised guidance should include answers to the research questions identified in the 2008 guidance. | Thank you. |
| NHS Central Lancashire | General | We would support the recommendation that more emphasis be | Thank you. We agree that |

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| | | given the information on the cost effectiveness of physical activity for employees | this is relevant to work and health. |
| NHS Central Lancashire | General | Consideration should be given to how those off on long term sick leave are supported to access physical activity opportunities. | Thank you. NICE has produced guidance on The Management of Long Term Sickness Absence and this is available via the NICE website (http://guidance.nice.org.uk/P_H19) |
| NHS Central Lancashire | General | Workplaces should undertake a workplace physical activity health needs assessment in order to gain a baseline picture of staff activity levels and inform appropriate provision. | Thank you. We agree that this is relevant to work and health. |
| NHS Central Lancashire | General | Workplaces should be encouraged to assess the usage of their facilities and how these can be used to encourage physical activity. Larger businesses should seek to open up facilities to smaller businesses. | Thank you. We agree that this is relevant to work and health. |
| NHS Central Lancashire | General | Workplaces should seek to make best use of physical activity provision in the community e.g. using a health champion | Thank you. We agree that this is relevant to work and |

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| | | concept. | health. |
| NHS Central Lancashire | General | Link to five ways of wellbeing as a whole life plan - http://www.neweconomics.org/sites/neweconomics.org/files/Five_Ways_to_Well-being_Evidence_1.pdf | Thank you. |
| Sustrans | General | Thank you for the opportunity to contribute to this review | We welcome comments from colleagues at Sustrans |
| Sustrans | Section 3 | We absolutely agree. What new evidence has arisen in Sustrans' field – and there is some – will simply reinforce the recommendations. But there is, as often occurs, a concern that NICE guidance is not being taken up by those who need to act on it. It may be considered worth the effort to update the wording, presentation, and above all the marketing of this guidance to help employers in all sectors recognise its relevance and act on it. | Thank you. We agree that the evidence will simply reinforce the existing recommendations and for that reason we have decided to delay the updating of this guidance until a workplace health suite of guidance is agreed with DH. |
| Sustrans | Section 3 | Specifically, we do now have a little more evidence about the relationship between active commuting and employee performance, particularly from TNO in the Netherlands. | Thank you. We agree that this is relevant to work and health. |

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| | | | |
| Sustrans | General | We wonder whether more could be done to recruit major employer bodies, such as the CBI and Chambers of Commerce, to become advocates for the guidance. | Thank you. We agree this would be useful. |
| Wakefield District PCT/Wakefield MDC | General | The review is welcomed by the PCT and Local Authority. It acknowledges the importance of promoting physical activity in the workplace as up to 60% of the day can be spent at work. The workplace is ever evolving and industry is becoming more and more technologically advanced increasing sedentary activity and promoting sedentary behaviour, so increased evidence in this area would be beneficial to highlight the independent risk factor. Also, clearer evidence on the benefits of a more active workforce (increased productivity, reduced sickness etc) to an organisation would only cement the case in an economic driven economy. As always new and up to date relevant research and evidence increases the motivation and willingness to adopt and engage Some examples of the type of work we have done within our own workplaces include multi agency pedometer challenges, | Thank you for this information. |

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| | | activity taster sessions including Zumba classes, kettlebell sessions, yoga etc and also senior managers and DPH leading by example by taking part in local hospice 10k run . Wakefield are also working to encourage other workplaces within Wakefield to increase levels of activity and general wellbeing through our healthy workplace award. | |

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