

University of
Lethbridge



Employee Health & Wellness Survey
2012



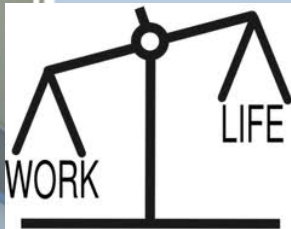
Top 5 Responses When Employees of U of L Think About Wellness!

- Health



- Exercise

- Happiness



- Balance

- Wellbeing





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Overview of 2012 Employee Health and Wellness Survey

- The Wellness Committee conducted an online survey of 1258 employees of the U of L
- 704 employees responded for a total response rate of 56% which is considered robust and viable by survey experts.
- The Wellness Committee worked with an independent survey company to administer the survey – ensured confidentiality and anonymity

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Overview of 2012 Employee Health and Wellness Survey

Goals of the Survey:

- Determine employees' perceptions
- Identify gaps and target programming
- Raise awareness
- Benchmark metrics of health and wellness indicators

Outcomes:

- Health, exercise, happiness, balance, wellbeing
- Able to develop health and wellness programming
- Plan to improve the survey and offer it every 2 – 3 years

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Demographics

- Survey participants represented a diverse cross section of employees
- 704 employees responded
- 94% full time
- Most employees work M – F regular day shifts
- 59% female; 41% male respondents
- 58% employed < 10 years



Wellness For U

What does wellness mean to you?



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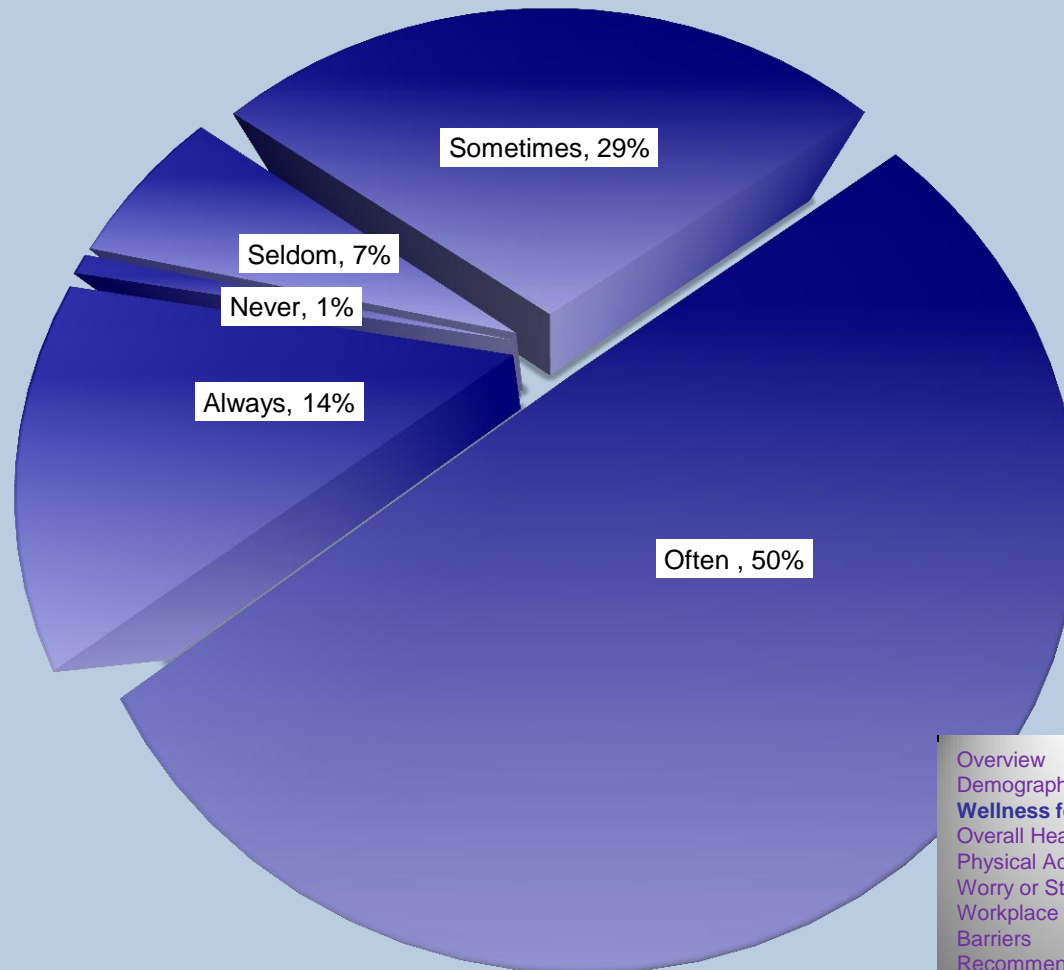
Perceptions of Wellness

- Top 5 Survey Responses:
 - Health 63%
 - Exercise 24%
 - Happiness 22%
 - Balance 10%
 - Wellbeing 8%
- Living Well at the U of L vision and mission:
 - Balance of Individual health and wellbeing
 - Highest level of lifestyle balance

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U of L Encourages Positive Health & Wellness Practices

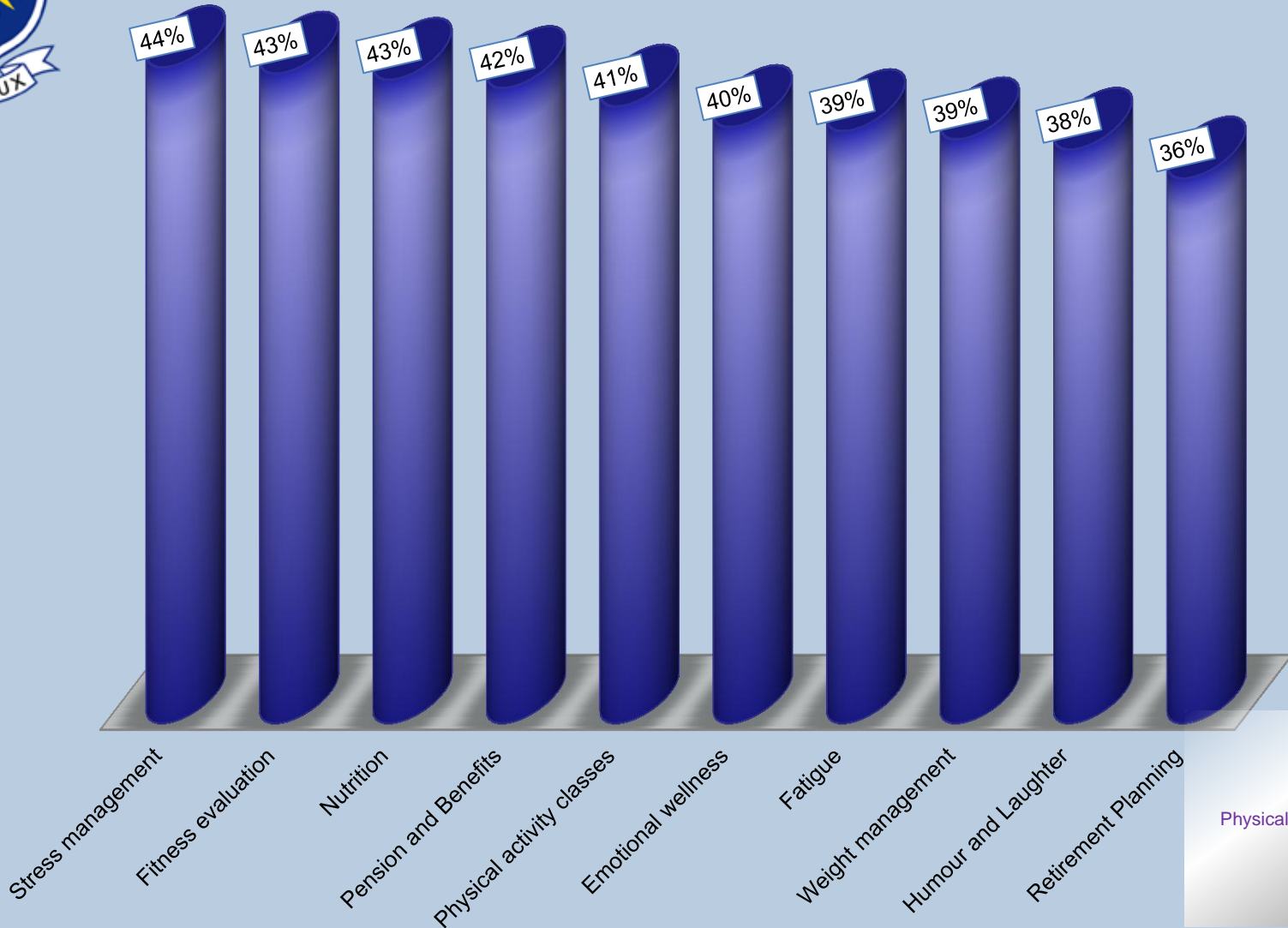


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Wellness Information, Education or Training Interests

■ % of Total Respondents





Wellness for U – Summary

- Employees consistently think of Wellness in the same manner as current Wellness Vision/Mission
- Overall, employees believe U of L encourages positive health and wellness practices
- Awareness campaign should be undertaken on current health and wellness activities
- Most employees would prefer to attend wellness activities Tuesdays, Wednesdays or Thursdays
- Best times are lunch or evening
(starting at 5 PM)

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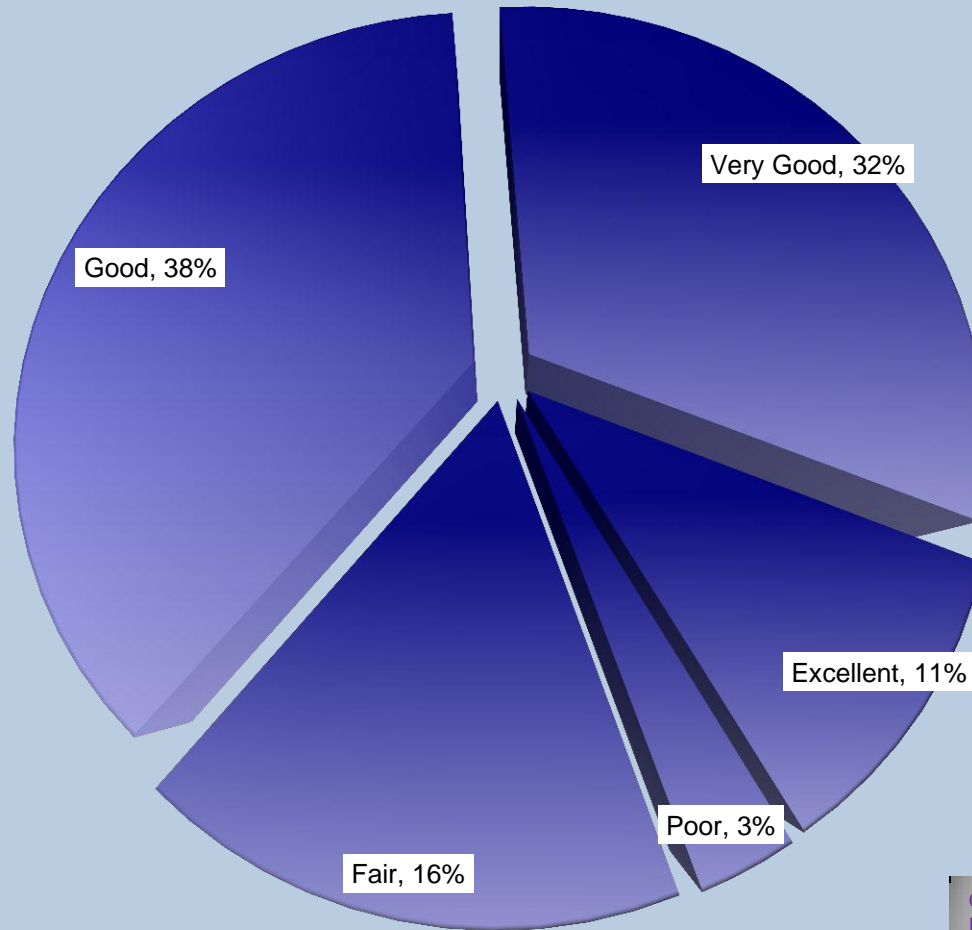


Overall Health

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Self Perception of Health

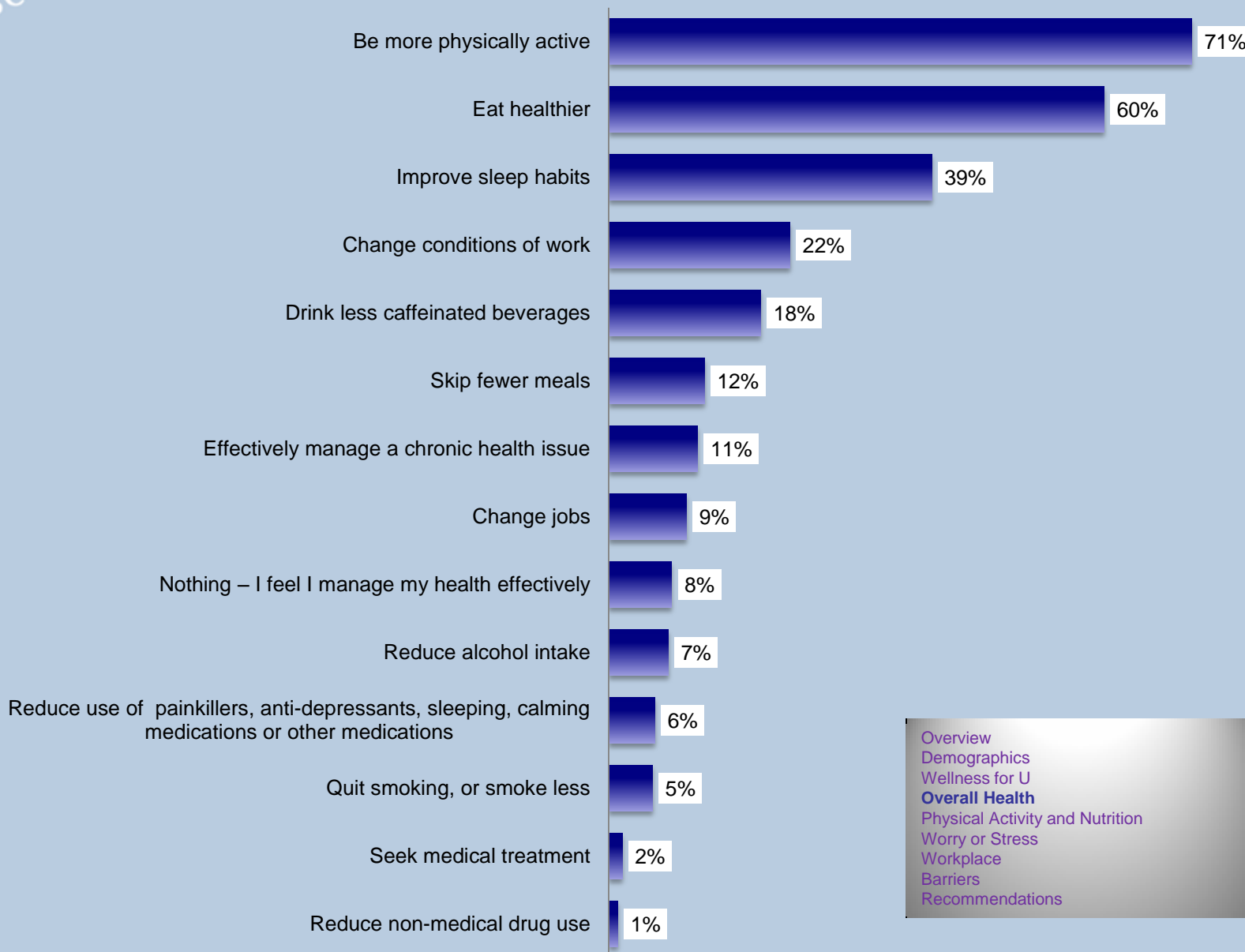
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What would you like to do in the next year to improve your health?

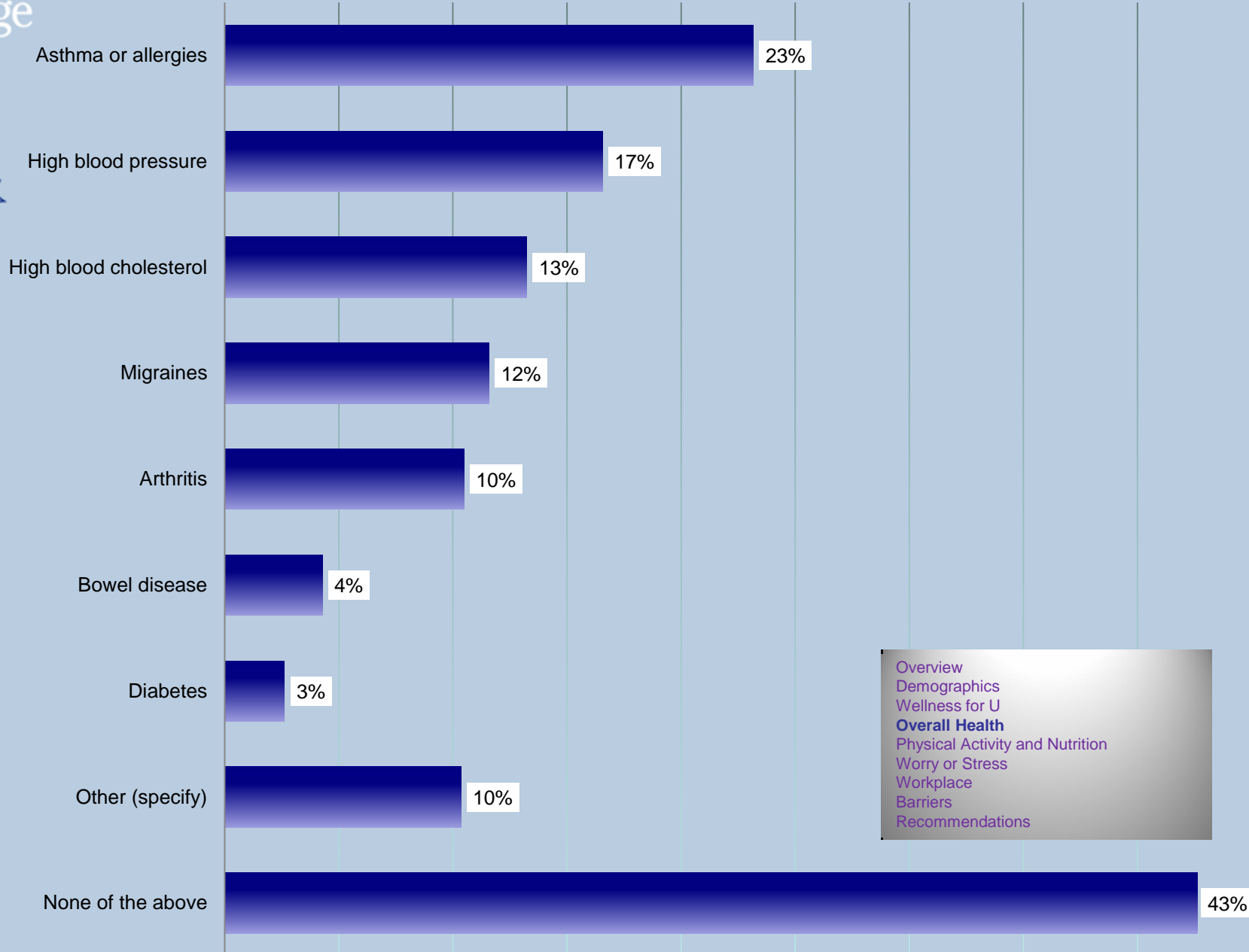
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Chronic Illnesses



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Overall Health – Summary

- 81% of employees feel they are healthy
- Top things employees feel they can do to improve their health:
 - ↑ Physical activity
 - Eat healthier
 - Improve sleep habits
- Factors that interfere with making changes:
 - No time, no energy, stress, money, don't know how to begin
- **49% of employees feel their Supervisors don't assist when dealing with stress**



What % of Employees are Exposed to Second Hand Smoke at Work or at Home?

- *8 % of employees are exposed to second hand smoke at work or home.*
- *8 % of respondents use tobacco*





Overall Health – Summary

- Health Risk Indicators:
 - Smoking – 92% of employees that completed the survey don't smoke or recently quit and plan to stay that way
 - 2% use tobacco and don't want to quit
 - 30% of respondents would prefer designated smoking areas
 - 69% would prefer a smoke free campus
 - Alcohol – 12% of respondents drink six or more alcoholic drinks on one occasion at least once per year.
- Chronic illness – 42% no chronic illness
 - Asthma and allergies – 23% of employees
 - Cardiovascular or Related diseases – 32% (high blood pressure, high blood cholesterol, diabetes)



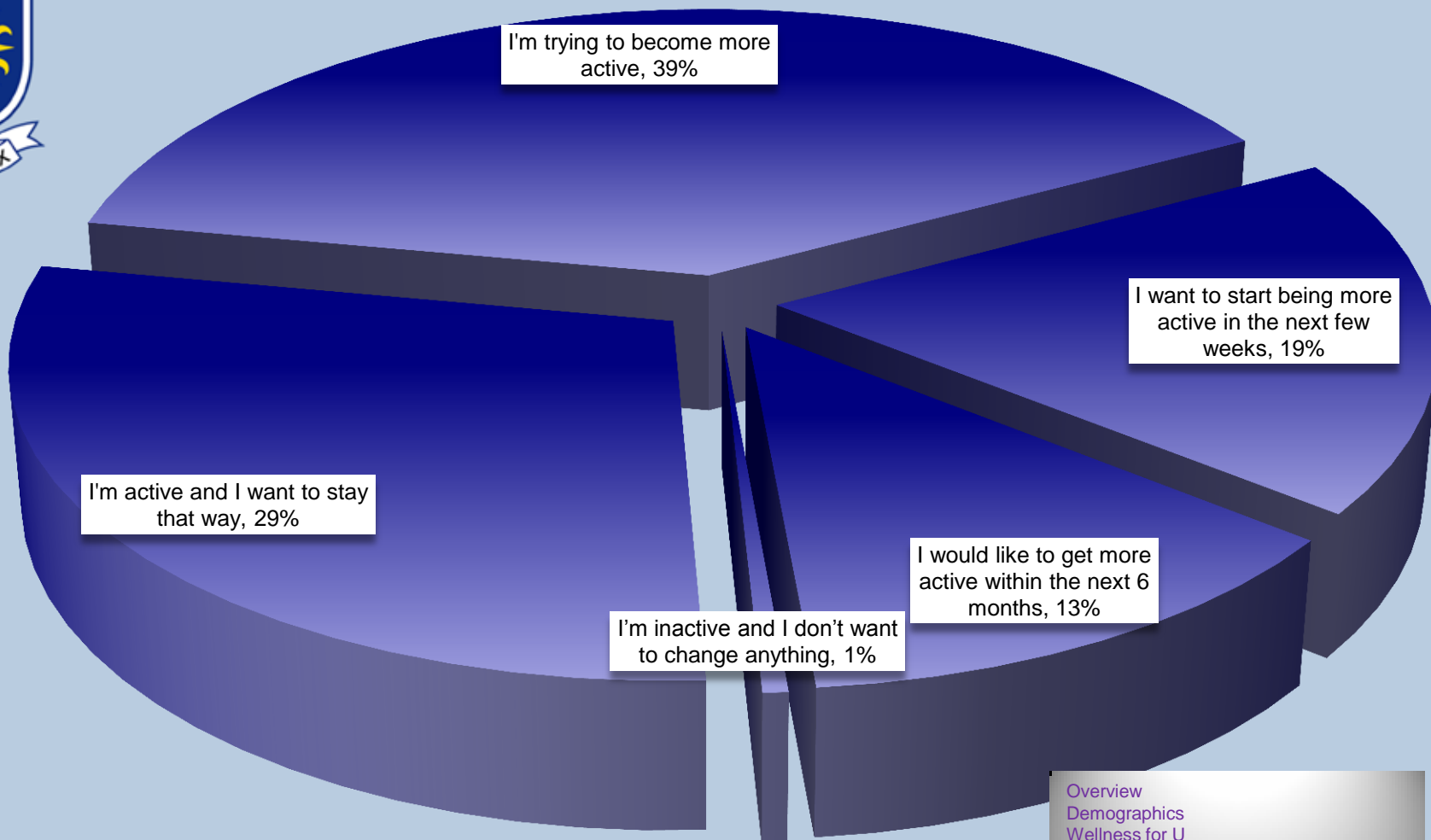
Physical Activity and Nutrition



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Belief Regarding Current Physical Activity Level

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Physical Activity and Nutrition— Summary

- 99% of employees are active or are trying to increase physical activity levels
- Top things employees feel they can do to improve their nutrition habits:
 - Eat more fruit and vegetables – 62%
 - Drink more water – 56%
 - Limit unhealthy foods – 48%
- 94% either eat healthy or plan to in the next 6 – 12 months

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Worry or Stress

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How Many Employees are Aware of the Employee and Family Assistance Program?

- *73% of employees are aware of the Employee Family Assistance program through Homewood Human Solutions*

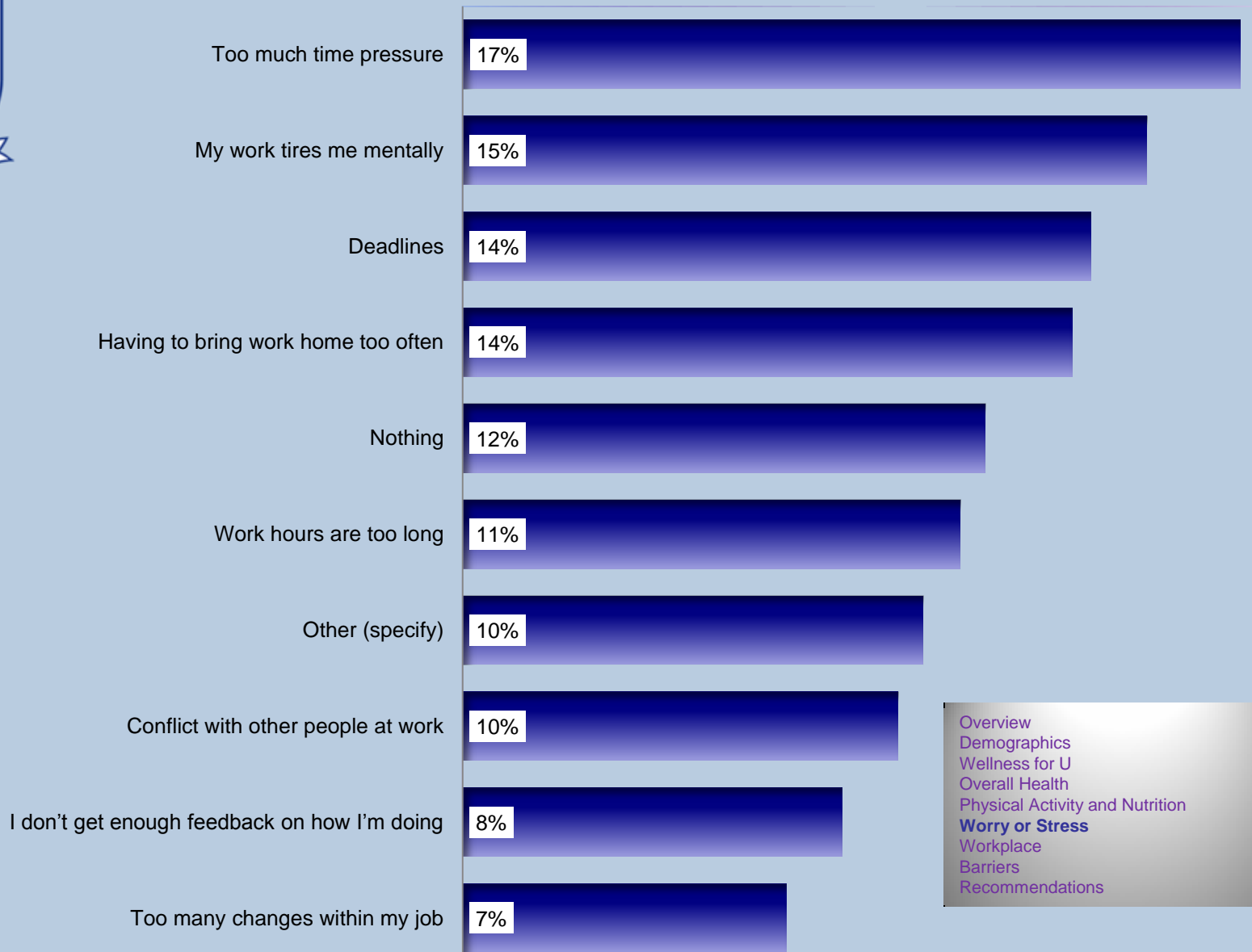
www.Homewoodhumansolutions.com

- *26% have used the services – which include:*
 - *Counselling Services – including in person, e-Counselling, and telephone counselling*
 - *E-learning – Stress mgmt, embracing workplace change, resilience, Taking control of alcohol use, respect in the workplace and more*
 - *Health and Wellness Companion – you will have the opportunity to evaluate your health, get a better understanding of your health risk factors and create a personal health improvement plan*
- *Call toll-free at 1.800.663.1142*
Or for the hearing impaired (TTY):
1.888.384.1152



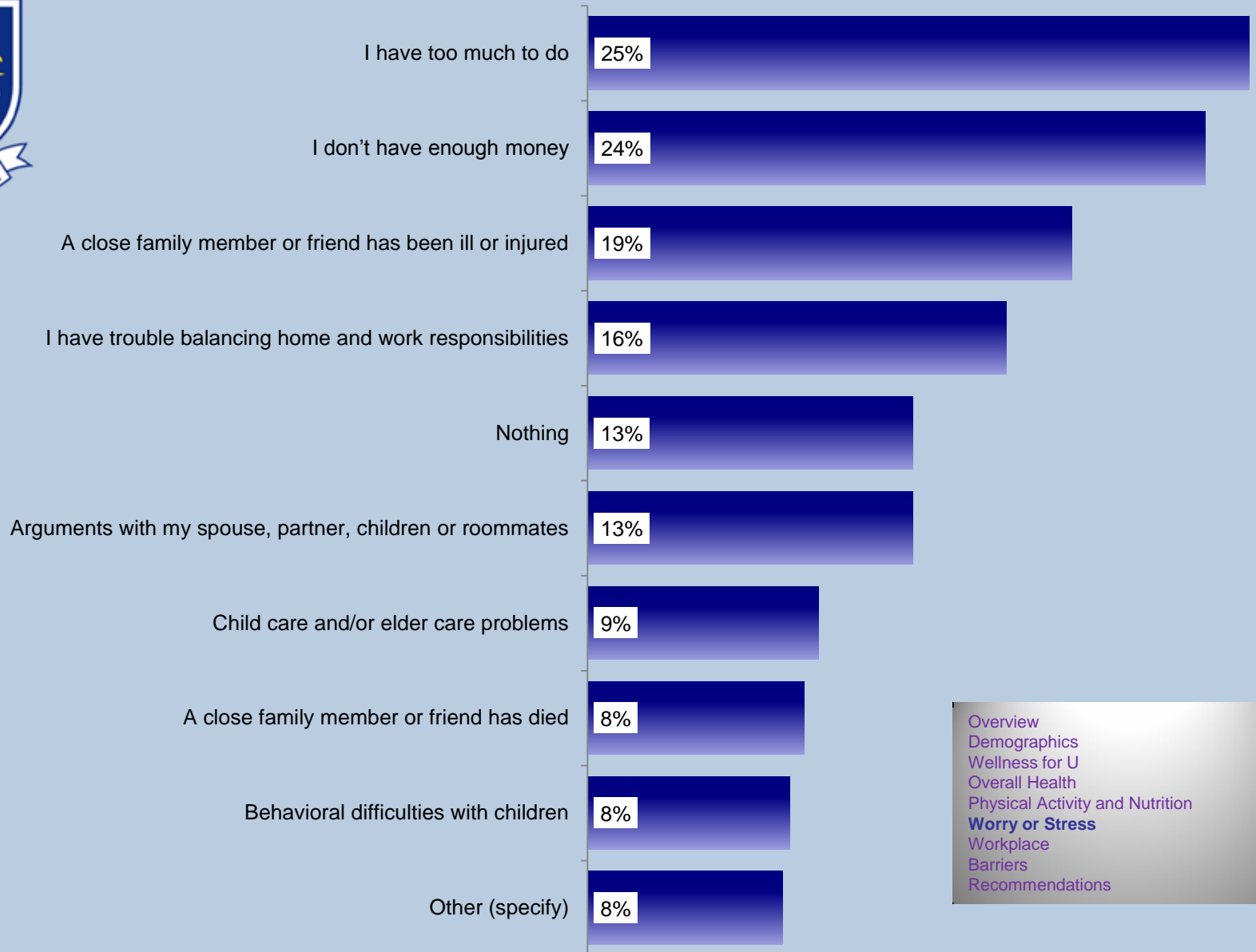


Top 10 Work Stressors That Are Interpreted As Both Frequent and Impactful





Top Ten Non-Work Stressors That Are Interpreted as Both Frequent and Impactful



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WHAT ARE YOUR CO-WORKERS' STRESS MANAGEMENT STRATEGIES?

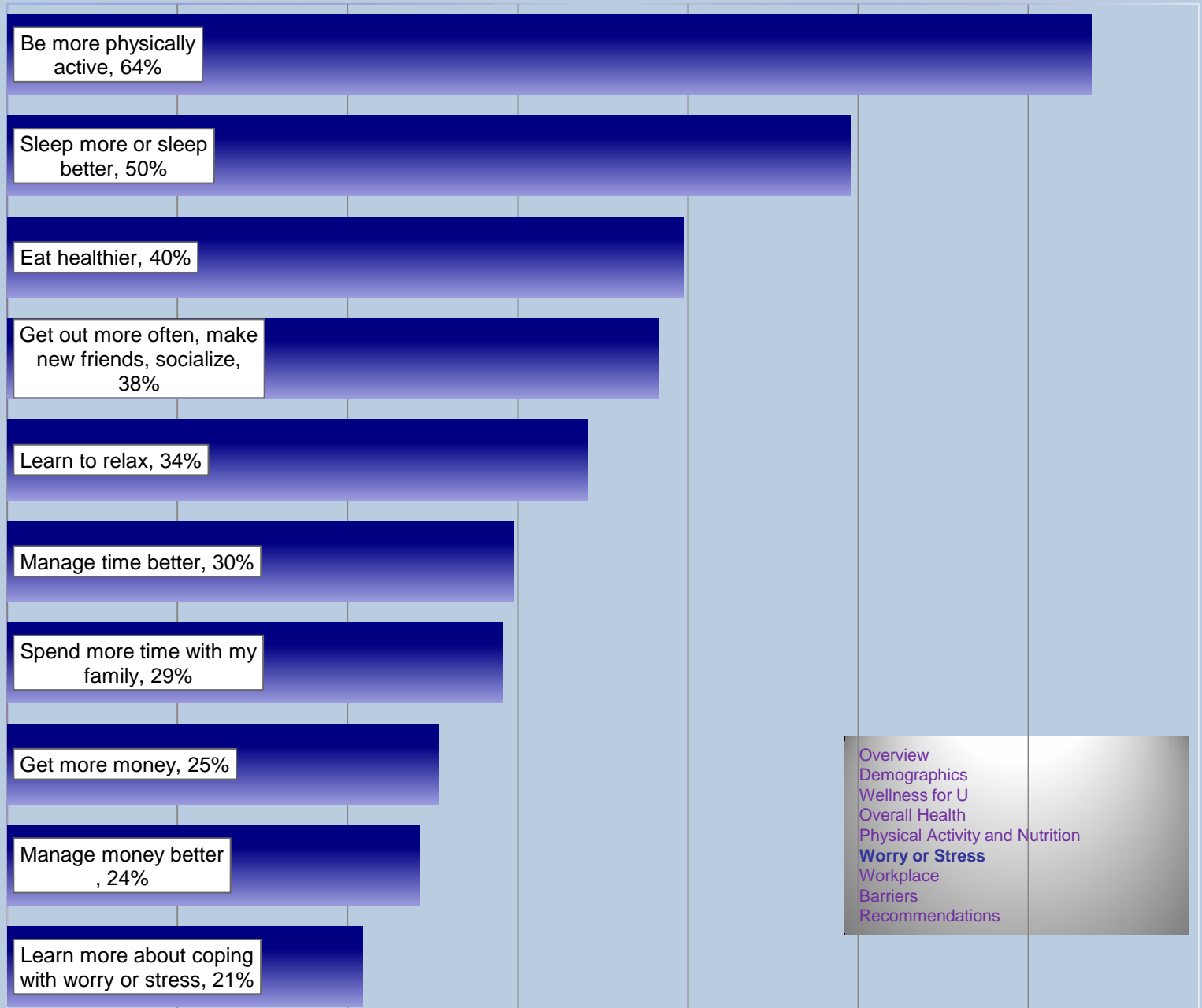
- *Increase physical activity*
- *Sleep more or better*
- *Eat healthier*
- *Socialize more*
- *Learn to relax*
- *Manage time better*



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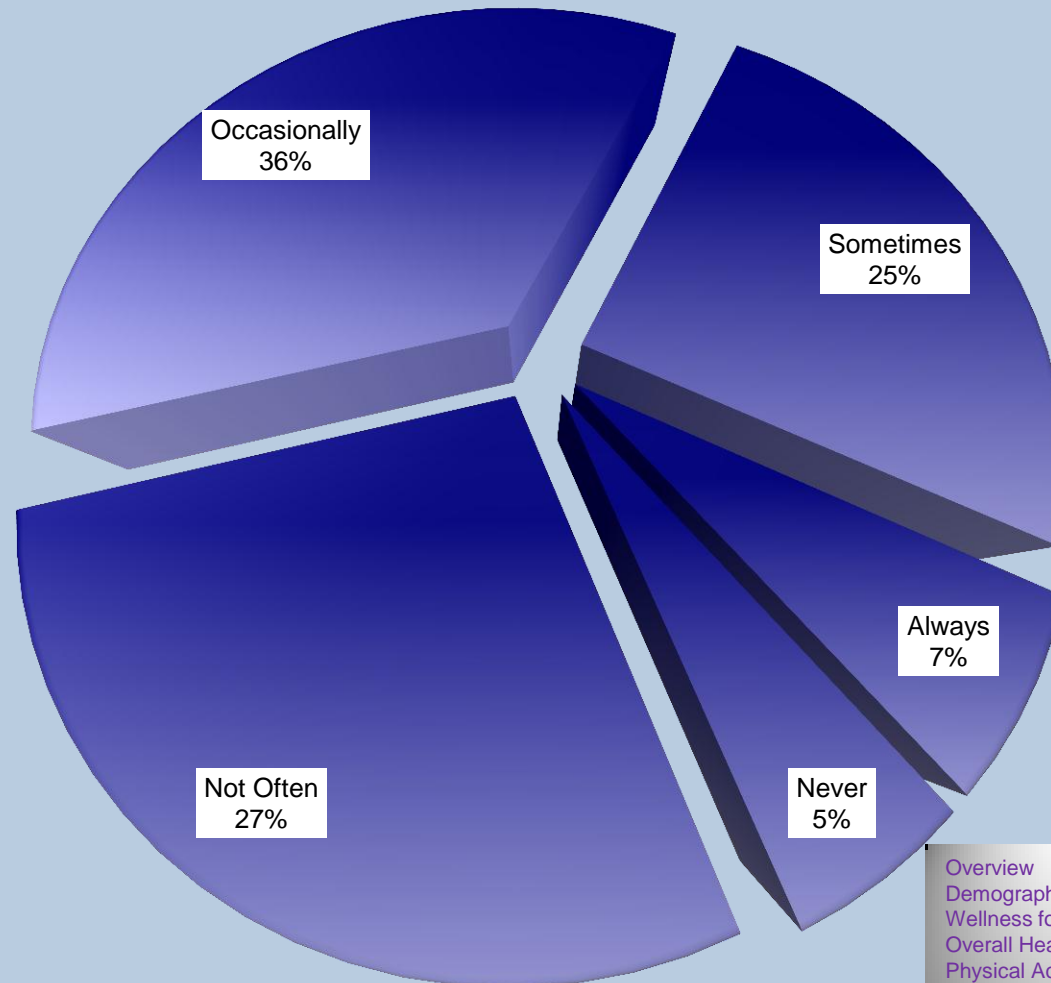
Top Preferred Coping Strategies



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Frequency of Signs and Symptoms of Worry and Stress





Worry and Stress – Summary

Both have impacts on work

- Work
 - Too much time pressure
 - Mentally tiring
 - Bring work home
 - Deadlines
- Outside of Work
 - Too much to do
 - Not enough \$\$
 - Ill/injured family members
 - Balance of work/home life responsibilities



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Worry and Stress – Summary

- 63% of employees wake feeling unrested occasionally or often
- Challenges to balancing work/home life – Time Management, Career and Personal Goal Management
- 45% feel work stress is reasonable given their job demands.

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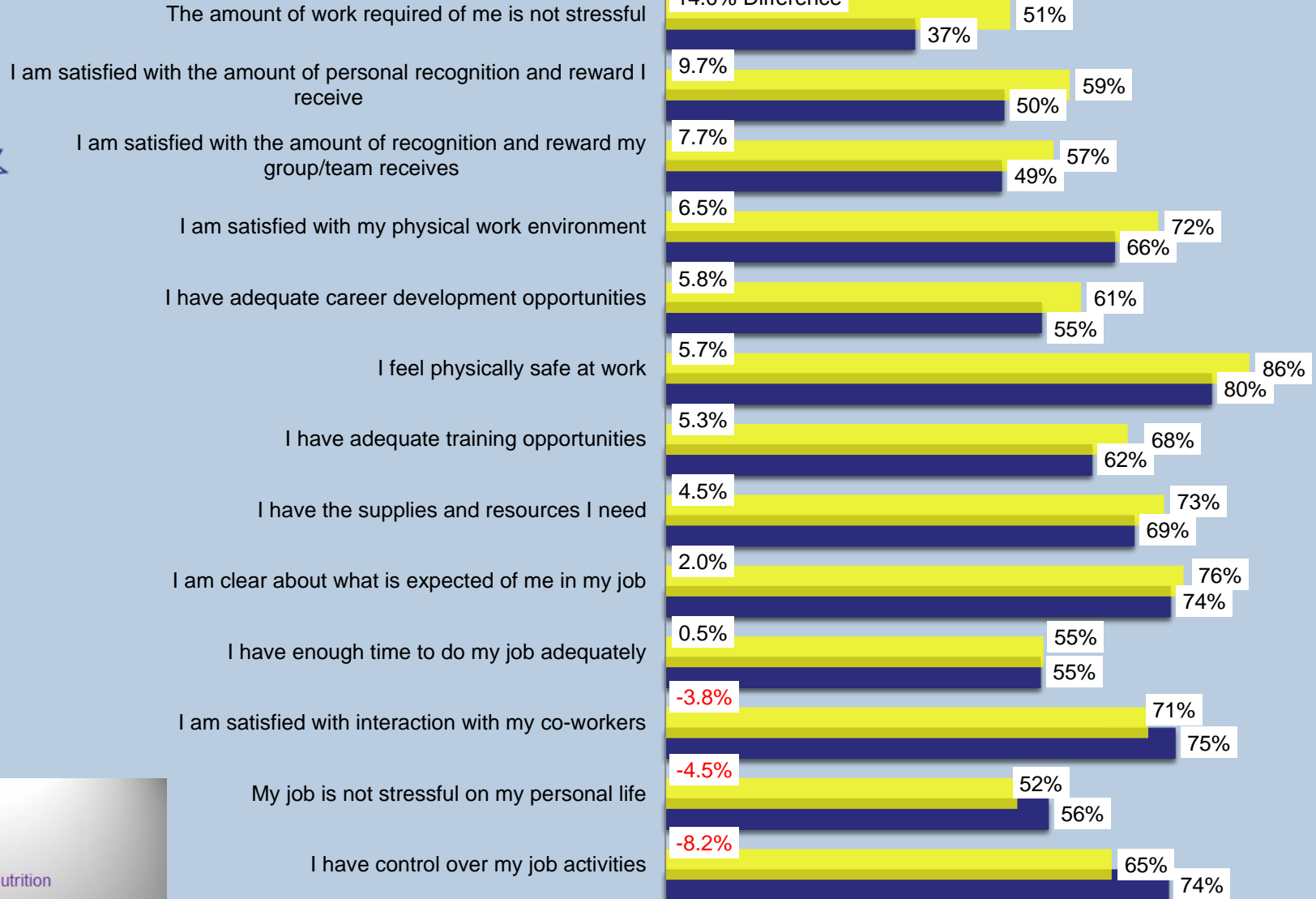


Workplace

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Core Engagement Drivers As Compared to Other Post Secondary Institutions

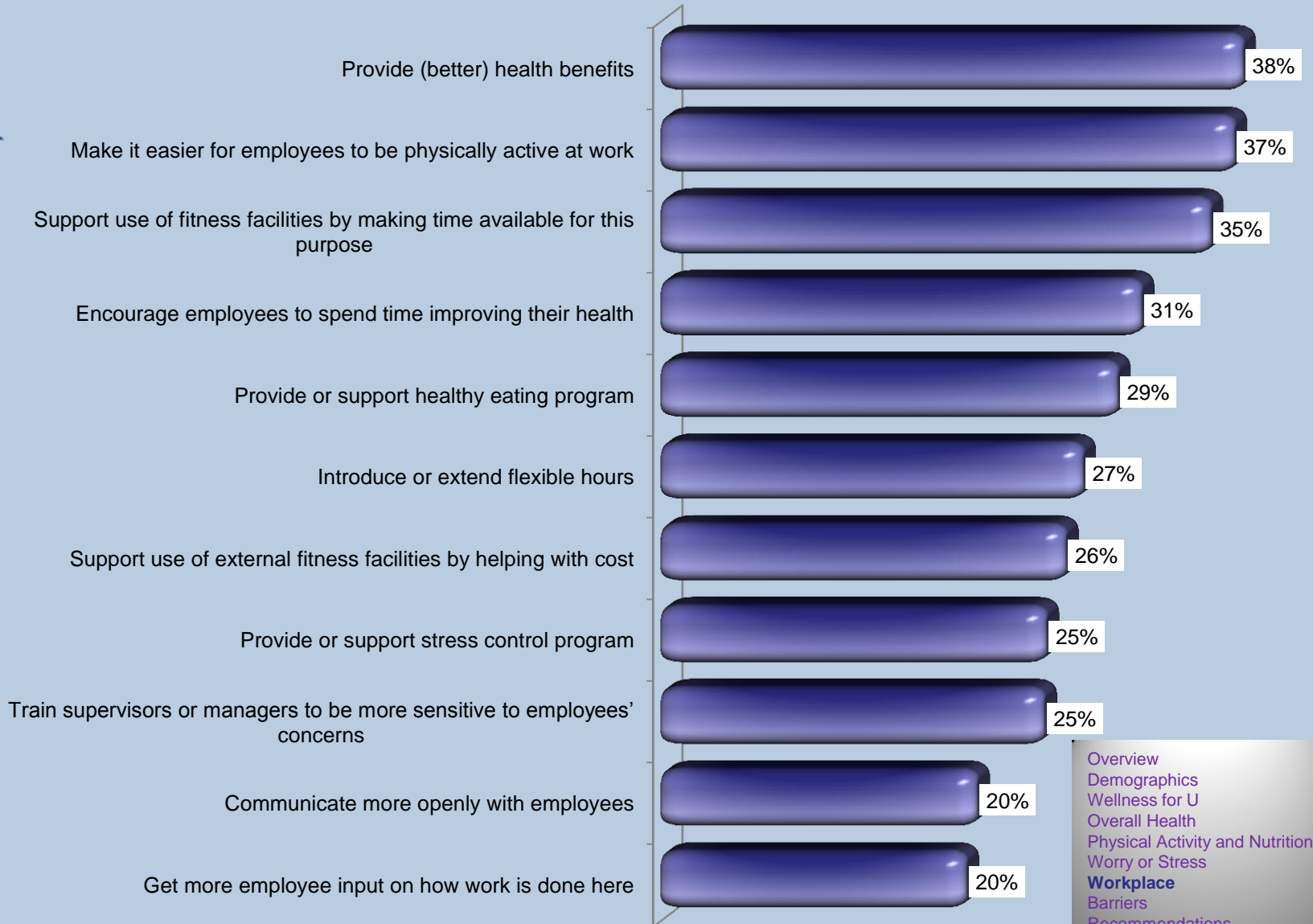


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■ Metrics At Work Benchmark

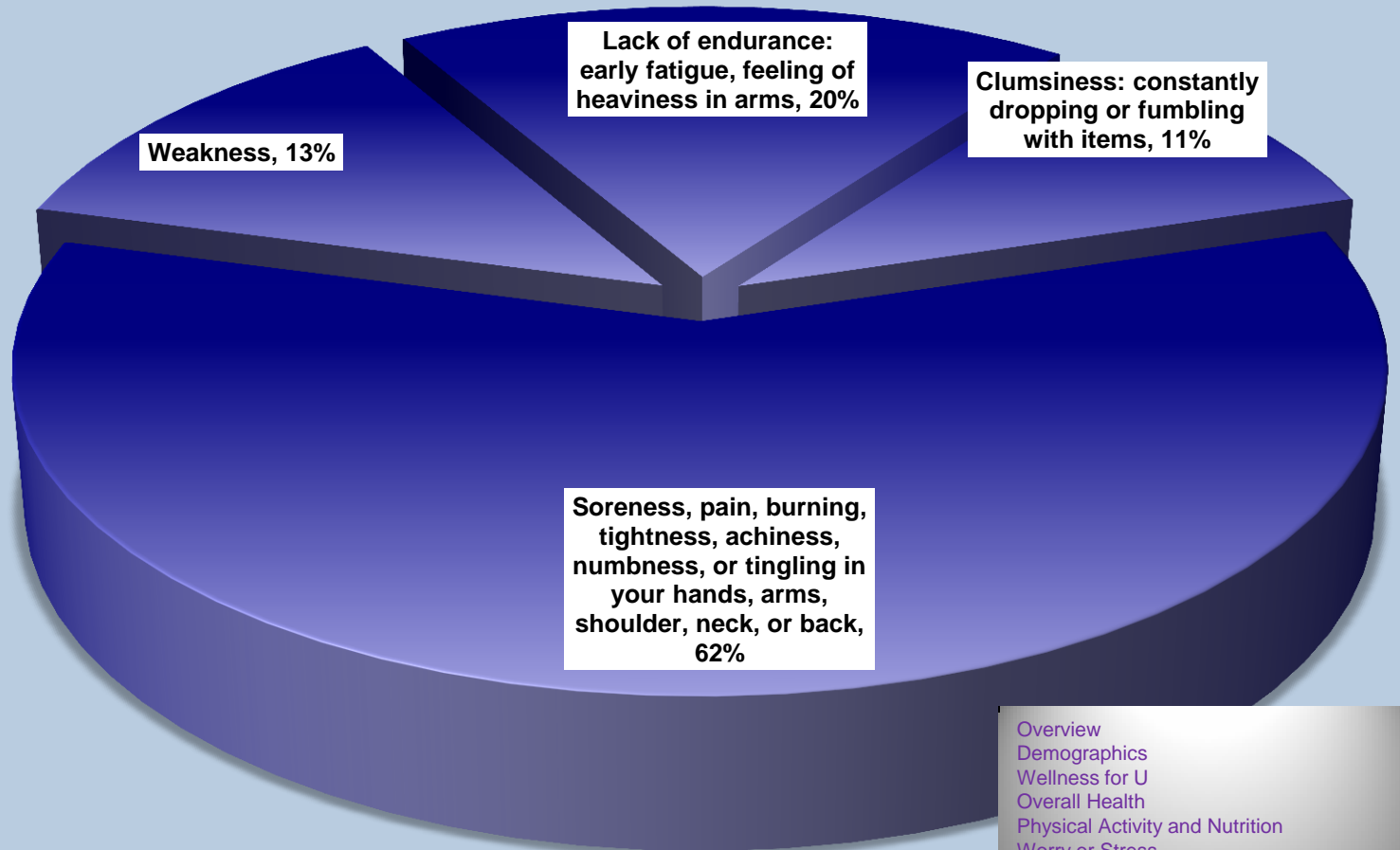


What Could the U of L Provide That Would Help Maintain or Improve Health





Experienced Warning Signs of Repetitive Strain Injury



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Workplace – Summary

- Overall, U of L is above average on 10 of the 13 Employee Engagement drivers found on previous slide
- Job control, however, is more than 5% lower than the average, and so is a "notably" lower score
- Ergonomics –
 - 25% have had an assessment – has helped
 - 7% had an assessment – not helped
 - 21% not aware of service
 - Almost 100% of respondents have experienced a warning sign of repetitive strain injury at some time or other

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Barriers

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Barriers to improving own health

- Lack of time was consistently named as a major barrier to engagement.
- Lack of motivation is highly cited as a reason for not participating or not achieving fitness and weight loss goals.
- Fun and excitement are missing from corporate wellness programs, according to many employees.
- People who don't participate in their company's exercise programs say that on-site availability and more time during the day would make them more likely to do so.



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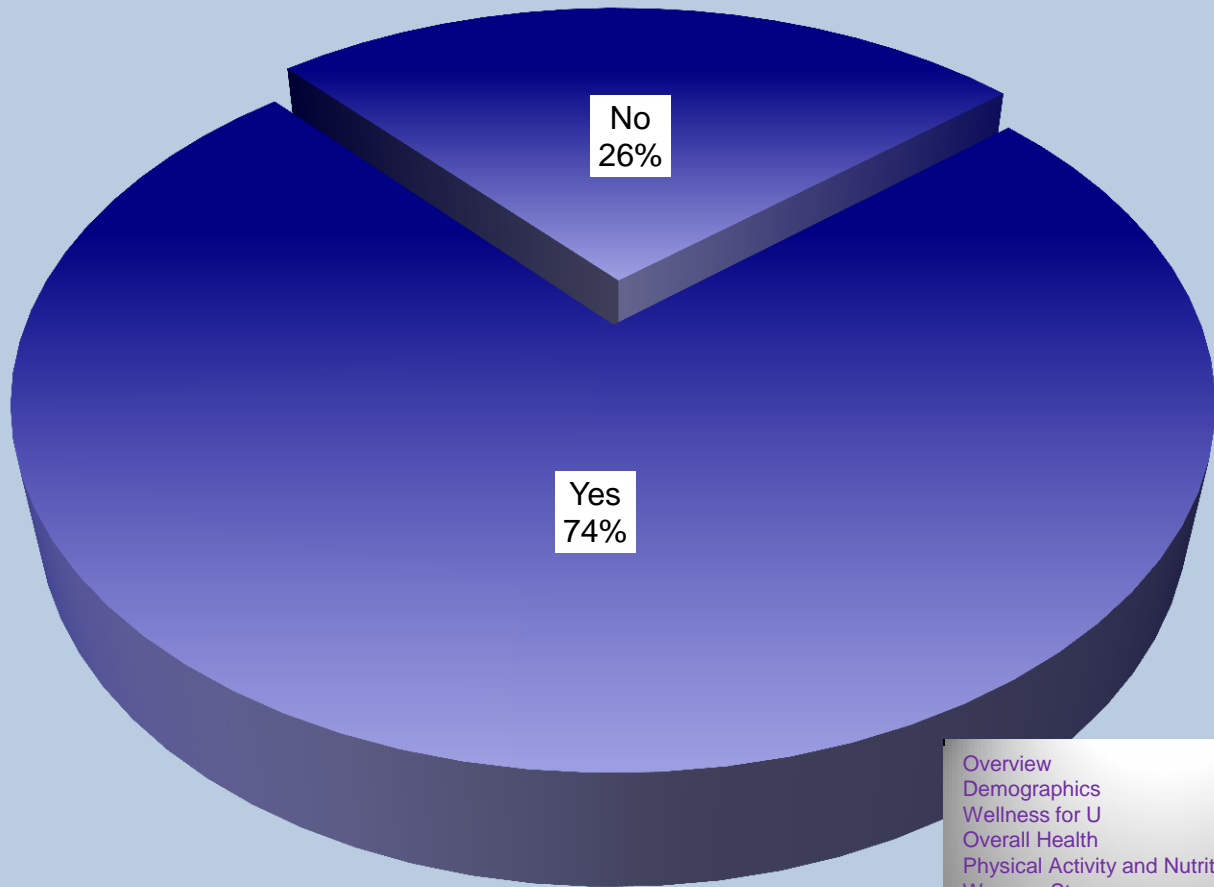
Employees get specific about why the U of L wellness programs have or have not helped them to reach their personal health goals

- Yes, the wellness program helped:
 - 74% said they have benefited from the wellness programs
 - ‘Important to train and stress to managers the importance of health and wellness so they support their staff when wanting to participate’
- No the wellness program did not help:
 - 26% say they have not benefited from the Wellness programs.
 - ‘Recognition that we consistently are doing more with less (time and resources)’





Have You Personally Benefited From The University's Wellness Activities?



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Key Takeaways – Are Employees Satisfied with the Wellness programs offered here?

Likes:

- Accessibility of fitness and wellness programs
- Convenience of programs
- Fitness and Health Centers
- Updated, maintained and clean facilities
- Blue Cross spending accounts provide flexibility
- Health screening
- Ergonomic assessments
- Access to onsite Wellness Coordinator

Dislikes:

- Work and home stressors
- Loss of on-campus counselor
- Workload
- After hour expectations
- Dental coverage – some employee groups
- Lack of flexible work arrangements
- Lack of socialization opportunities
- Satellite campuses have limited access to services offered on the main campus, etc.



Overall Results and Recommendations



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Plan of Action

Wellness for U

- Continue to provide lunch and learns;
 - Provide alternate locations for lunch and learns (upper and lower campus)
 - Investigate videotaping lunch and learns for availability on website
 - Develop annual wellness lunch and learn programming based on preferences and chronic health issues (Overall Health)
- Provide info on preferred fitness scheduling times to Fitness Centre
- Develop Communication plan re: Wellness vision/ mission
 - *Living Well at the U of L*



Plan of Action



Overall Health

- Promote 'Health Check for U' screening program – diabetes, high blood pressure, high blood cholesterol
 - Arrange lifestyle/fitness assessment as part of Health Check for U – partnership with Fitness Centre
 - Offer monthly draw prizes to those employees who engage in wellness activity that month (eg; free fitness pass or class, free massage, free session with dietitian)
- Provide survey info to HR – for training sessions for supervisors with regards to stress and time management resources for employees



Plan of Action

Physical Activity and Nutrition

- Work with walking champion to set up a 'Wellness Walking group'
- Increase opportunity for availability of healthy snacks (fruit and vegetables, energy snack packs – fiber, protein, carbohydrate)



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Plan of Action

Worry and Stress

- Series of Workshops/Lunch and Learns
 - Mental Health in the Workplace
- October 18 – Lunch and Learn – Beyond Stigma – increasing our knowledge of mental health in the workplace
- October 30 – Mindful Meditation
- November 7 – Life Balance Fair –
 - Stress Busters I – 10:00 AM;
 - Stress Busters II 1:00 PM
 - Mini-massage – 2:30 – 4:30
- Week of November 26 - Lunch and Learn – Recognizing and dealing with Alzheimer’s and Dementia – At work and at home – Alzheimer’s Society
- December 5 – Lunch and learn - Building Resilience
- January 2013 - 2 hour workshop – Mental Illness in the Workplace for supervisors and managers and anyone interested.
- February – Lunch and Learn – Sleep

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Plan of Action

Workplace

- Develop a “*Living Well at U of L*” employee orientation package
 - Include ‘Stretch and Strengthen’ program, ergonomics handout, Health Check for U door-hanger, Health Centre brochure



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Recommendations – What Wellness Programs Offer to Employees

- Focus on employees' three main health goals: physical activity, nutrition and stress /time management/sleep.
- Physical activity-related offerings are the most popular wellness programs, variety is important!
- Onsite exercise facilities are in high demand. Continue to invest in office gyms
- Employees value preventive screenings, indicating a desire to “know their numbers” and identify potential future health problems. Continue to invest in biometric screenings and preventive care options.
- Opportunities to engage with co-workers are cherished - promote programs that are group-facilitated or team-based.

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Recommendations – How To Drive Higher Employee Engagement

- Employees say they most want to improve their health, so continue to use this as the main call to action when marketing wellness programs to them.
- Focus on making wellness program communications bolder and simpler, since many employees say they don't know what is offered.
- Employees frequently cite fitness tracking devices as a popular program feature, so consider investing in these tools as incentives for enrollment.
- Help employees to increase their motivation to engage through the use of financial incentives, competitions, and public recognition.



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Recommendations – How To Help Employees Reach Their Goals



- Lack of time is a major barrier to health improvement, so promote exercise breaks and help employees to prioritize healthy activities during the day.
- Find ways to build in more exercise opportunities at work, such as organizing walking groups, designing walking trails, and hosting sports tournaments.
- Try to offer as many programs as possible free-of-charge and more employees will take advantage of the programming.
- Find ways to add fun and excitement to the wellness program through games, technology, competitions, prizes, edgier marketing, and humor.
- To find out more go to:

<http://www.uleth.ca/hr/wellness/>

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- Thank you to those who responded to the
1st Employee Health and Wellness
Survey
- You were heard!!

