

Survey Results for University of Tasmania – Launceston Campuses

Showing 270 of 270 Responses

General

Workplaces make an important contribution to the health and well-being of their workers.

Health promoting workplaces have policies and practices that ensure their workplace environment supports the uptake and maintenance of healthy behaviours around smoking, alcohol, nutrition, physical activity and emotional well-being.

A healthy, happy and motivated workforce will have benefits for the employer and employees.

Ideas for how to make your workplace healthier:

Build organisational commitment to a health promoting workplace by engaging management and employees in the design and implementation of programs.

Clarify the issues by researching the current situation in your workplace – the results from this survey are one vital step. Engaging employees in discussions that generate and build ideas will build support and ensure the relevance of the initiatives to the people and environment in your workplace.

Plan a health and wellbeing program that builds on the gathered information and shared understandings with clear objectives about what you are trying to achieve. If the planning is done well then the programs and activities are much more likely to achieve these outcomes.

Select actions that are based on what you have found out about your workplace, and that have been shown to be effective in other workplaces.

Check that the changes you have introduced are making the differences you were setting out to achieve. Use this new knowledge to make changes to your ongoing efforts to make the workplace healthier and happier.

There are many resources to support management and staff in designing programs that have been shown to be effective in creating healthier work environments. One excellent example is the Premier's Physical Activity Council resource kit, Get Moving at Work. It is available from www.getmoving.tas.gov.au.

University of Tasmania – Launceston Campuses Results

Bmi

BMI < 18 –very underweight and possibly malnourished	4 (1%)
BMI 18 or 19 – underweight and could afford to gain a little weight	14 (5%)
BMI 20 to 25 – healthy weight range	138 (51%)
BMI 26 to 30 – overweight	64 (23%)
BMI > 30 – obese	48 (17%)



Smoking

Supporting smokers to quit will have benefits for your workplace. On average, non-smokers have higher than average work performance, higher productivity, less sick leave, and longer lives.

Ideas for how to make your workplace healthier:

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As an employer you can make changes in the workplace environment to support non-smoking and quitting. Quitting is much easier if it is supported by the workplace environment, managers and co-workers.

All indoor and outdoor areas, including vehicles, should be smoke-free. There are legislative requirements for all indoor workplaces to be smoke-free, including vehicles when a non-smoker is in the vehicle.

Non-smokers and smokers should have access to the same number of breaks from their work. Smoke-areas mean non-smokers are not being exposed to passive smoke, and people attempting to quit are less likely to be tempted by other people's smoking.

Support smokers to make a smoking cessation plan, set a quit date and gather support from the people around them.

Quitline (phone 137848 and www.quittas.org.au) can help individuals and organisations with information, support and coaching. Quit Tasmania conduct Fresh Start courses for workplaces (approx \$88 per person). They can also supply Quit Packs and other resources for display in tearooms and other areas of the workplace.

Some workplaces provide smokers with free or subsidised access to treatments that have been shown to increase quit rates, for example nicotine replacement therapies such as patches and prescribed medications such as bupropion (Zyban) or varenicline (Champix).


Successfully quitting smoking can take many attempts, so ensure that your workplace culture supports people who keep on trying to quit, however many attempts it takes.

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daily smokers aged 18 years.

National Average
 21.3%

Tasmanian Average
 24.1%

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 7%

Tasmania Together Targets 15% by 2010,
12% by 2015, 10% by 2020.

Interest in quitting

Smoker with low interest in
quitting 3 (14%)

Smoker interested in quitting 18 (85%)

Nicotine addiction

Smoker with moderate to
high probability of nicotine
addiction 4 (19%)

Smoker with low to very low
probability of nicotine
addiction 17 (80%)

Nutrition

Workplaces have an important role in supporting staff to make healthier eating choices.

Making healthy eating choices available at work will boost staff morale, job satisfaction and productivity. Healthy meal and snack breaks are a chance for staff to rest and refuel in a positive way.

----- Ideas for how to make your workplace healthier: -----

Workplaces provide a range of opportunities to encourage and support healthy eating. An excellent guide to help with making changes in workplaces is eatwell@work available at eatwell.tas.gov.au.

Here are some of the eatwell ideas:

Provide a separate and comfortable area for meal breaks, including a refrigerator and microwave, to encourage staff to bring healthy meals and snacks from home.

Replace unhealthy food in vending machines, snackboxes and fund raising activities with healthy and nutritious items.

Use healthy catering guidelines for workplace canteens so that a range of healthier options including fruit and vegetables are more available and affordable than poor nutritional choices such as hot chips.

Use healthy catering guidelines for workplace meetings and other events. These guidelines will provide information about the use of healthier food options such as sandwiches and fruit instead of fried and other high fat foods.

Talk to local food outlets about providing healthier food options.

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Vegetable intake

Low intake of vegetables	114 (42%)
Moderate intake of vegetables – almost enough for health benefits	122 (45%)
Sufficient intake of vegetables – enough for health benefits	34 (12%)

Fruit intake

Low intake of fruit	5 (1%)
Moderate intake of fruit – almost enough for health benefits	78 (28%)
Sufficient intake of fruit – enough for health benefits	187 (69%)

Why employees usually choose non-nutritious foods AT WORK rather than something more nutritious.

Cheaper	8 (2%)
More convenient	40 (14%)
Tastes better/good	35 (12%)
Availability	56 (20%)
The hours I work	10 (3%)
Makes me feel better when I am stressed	33 (12%)
I don't know how to prepare a healthy meal to take to work	1 (0%)
Access to vending machines	12 (4%)
I can not be bothered to bring something healthy from home	12 (4%)
Lack of access to a kitchen/food preparation facilities	3 (1%)

Hydration

It is important for individual workers to maintain their hydration, particularly in workplaces where dehydration is more likely because of heat and/or physical exertion.

Drinking water throughout the day is the healthiest and cheapest way to maintain fluid intake.

Ideas for how to make your workplace healthier:

It is important to provide easy access to drinking water in the workplace. Water is the healthiest way of maintaining hydration. It is freely available and avoids problems related to the high caffeine and high kilojoule intake which may be associated with coffee, tea, and many sugary drinks.

Tap water is preferable as coolers are not fluoridated and can be a hygiene hazard. If you use beverage vending machines make sure they include water.

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Number of glasses of plain water drunk during the working day

0	0 (0%)
1	28 (10%)
2	30 (11%)
3	47 (17%)
4	40 (14%)
5	59 (21%)
6	18 (6%)
7	24 (8%)
8+	7 (2%)

Alcohol

The pattern of alcohol consumption by your workforce affects workplace productivity, safety and performance as well as the health and wellbeing of the individual workers.

Harm is related to the amount and frequency of alcohol intake.

You can influence the alcohol consumption of staff by making changes in your workplace culture.

Ideas for how to make your workplace healthier:

Ideas for how to make your workplace healthier:

Display information about safer drinking and the alcohol content of various drinks, along with information about where workers can get support and treatment if they are wanting to change their drinking patterns.

Provide non-alcoholic drinks at work functions.

Organise social and other team building functions that do not include alcohol – for example physical activity challenges.

Support referral for medical and psychological interventions for workers identified with alcohol related problems.

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Drinking risk

No drinking or low risk drinking	146 (54%)
May be risky drinking	85 (31%)
Risky drinking	39 (14%)

Physical Activity

Workplace promotion of active living will improve morale, job satisfaction and productivity. Physical activity is very effective in reducing the effects of anxiety and depression.

Ideas for how to make your workplace healthier:

Workplaces provide a range of opportunities to encourage and support healthy and active lifestyles.

Bike racks, showers and changing facilities promote active commuting to work.

Clean, safe and accessible stairwells encourage the use of stairs by individual workers and as part of workplace challenges.

Group activities and events such as walking programs, fit ball classes, aerobics, Tai Chi, dance classes, sports teams and fun days increase physical activity and promote social connections.

Stretching breaks can be promoted by the use of paid or volunteer leaders or embedding computer based links into work routines.

Flexible work hours that support work/life balance can make it easier for people to include physical activities into their daily life.

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Physical activity

Low physical activity	13 (4%)
Moderate physical activity – almost enough for health benefits	55 (20%)
Active – sufficient physical activity for health benefits	202 (74%)

Reasons for not being more physically active during work hours.

Too tired	28 (10%)
Not enough time	153 (56%)
Lack of facilities	26 (9%)
Shift work, especially nights, or overtime	2 (0%)
Out on the road most of the time	4 (1%)
Not encouraged to	36 (13%)
No shower facilities	49 (18%)
Not motivated	36 (13%)
Not enough flexible time in work hours	50 (18%)
Health issues	16 (5%)
I am already active enough	57 (21%)
I sit during most of my work day	156 (57%)

Wellbeing

Good emotional and psychological health enhances the ability of people to enjoy life and to effectively deal with challenges – at home and at work.

Work related stress can be a cause of ill-health, lack of commitment to work, poorer work performance and higher staff turnover levels. It could also affect the image and reputation of your organisation.

Ideas for how to make your workplace healthier:

These survey results are one step in finding out about the psychological well-being of your workforce.

Examining sick leave and staff turnover and talking with key people in the workplace will provide more background information.

Promoting discussion in the workplace will increase understanding of the causes of stress in the workplace and help to identify ways to make improvements.

Addressing bullying behaviour will improve workplace stress.

Many workplaces provide access to counselling support for their employees.

Work is a significant part of many people's lives and their wellbeing will benefit from being part of an organisational culture that promotes a balance between work and personal relationships, family, friends, recreation and personal health.

Supporting employees to eat well and be physically active will help them maximise their health and wellbeing.

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Wellbeing

No Psychological Distress	31 (11%)
Low levels of Psychological Distress	133 (49%)
Moderate levels of Psychological Distress	68 (25%)
High levels of Psychological Distress	29 (10%)
Very High levels of Psychological Distress	9 (3%)

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