

Woodvale Construction Programme Evaluation



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Introduction/Background

Foyle Health at Work in partnership with HSENI and Woodvale staff have developed and implemented a 12month health and wellbeing programme for staff on-site.

The Aim of the pilot programme was to use the unique workplace of a site to engage male manual workers in a health improvement programme and if possible use this Woodvale programme as a template to work with other similar workplaces.

Background to project

Derry Healthy Cities (DHC)

DHC was established in 1992 as a community, voluntary and statutory partnership. DHC is committed to developing a healthy community through community involvement, participation in decision-making and co-operation and consultation with all sectors of society. Underpinning this work has also been a commitment to process as well as outcomes. DHC is a community-based regional health partnership and the longest-established inter-sectoral partnership in the western region. DHC works across the North West covering the following Council areas: Limavady, Derry-Londonderry, Strabane, Omagh and Fermanagh. DHC also works on a cross-border basis through its strategic connections.

The Foyle Health at Work Programme is funded by the Public Health Agency. It is the longest established workplace health project in Northern Ireland. The project is dedicated to developing healthier workplace settings and improving the health of employees in the Derry/Londonderry, Strabane and Limavady local authority areas.

Through engagement Woodvale Constructions Health and Safety manager Richard Smith, committed to working in partnership with Foyle Health at Work and HSENI to address the needs of its staff using a holistic approach through education, awareness and training for staff on important health and safety issues.

The aim of this project was to improve the health & wellbeing of manual workers employed with this particular construction company by using their workplace to:

- *Raise awareness of important health issues.*
- *Create an environment in which health can be promoted and improved*
- *Provide practical programmes/screening where employees/employers can benefit.*
- *Provide information sessions appropriate to the workplace setting e.g. toolbox talks*

Need for project

Woodvale Construction are based in Omagh, during this project 40 male manual workers who were renovating St Columb's Cathedral and First Church in Derry/Londonderry were identified as the target group.

Woodvale Construction as with the majority of construction companies in Northern Ireland, health and safety is a priority as per complying with legislation. Woodvale however saw the potential and value of investing in their employees health.

Process

A health needs analysis was implemented, to acquire a baseline. The information gathered was used to develop a health action plan.

Research has shown that developing a needs based approach has higher success rates in programmes.

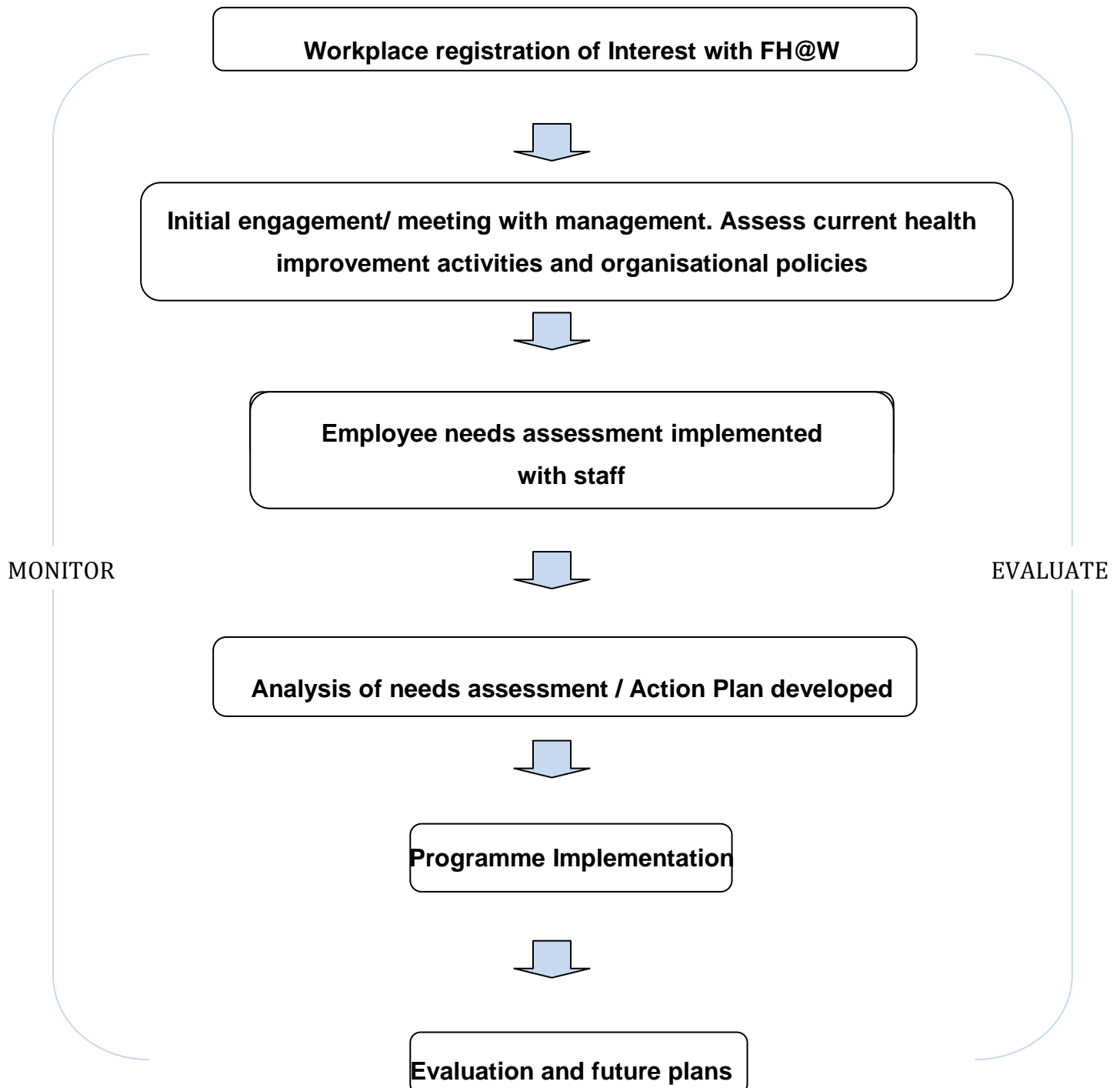
There was a 67% response rate in the return of completed questionnaires which provided a good overall picture of staff needs.

The following needs were identified:

- Provision of literature and signposting services, practical programmes on; Men's Health, Mental Health and Emotional Well Being, One-to-One Health Checks, Healthy Eating, Cancer Awareness, Coronary Heart Disease and Stroke and Back pain.
- 90% of Staff asked for health checks to include blood pressure, glucose and cholesterol checks and advice from a qualified professional.
- 80% of staff said they would like more information on Male Cancer Awareness and screening
- 80% of staff said they would like information on Back pain.
- 75% of staff said they would like information on Healthy Eating and Nutrition.
- 70% said they would like a programme on Stress Management and Mental Health.

Process

Foyle Health @ Work implemented their 6 step proactive approach to developing workplace health and welling programmes with Woodvale (see Model below)



Outcomes/Findings

Over the past 10 months a structured action plan has been implemented by FH@W and key delivery partners targeting the male construction on two Church renovation sites in Londonderry / Derry. The programme offered various occupational and wellbeing seminars, which in turn promoted the benefits to staff, families and the workplace. HSENI also worked with management to advise on manual handling, risk assessments and tool box talks. Woodvale were also provided with information and resources on asbestos, carbon monoxide and silica.

Health and Safety Works NI a key partner through their health and safety business advisor visited the Church renovation sites in Londonderry / Derry and offered practical advice and information to assist on their management of health and safety.

Employment Medical Advisory Service (EMAS), worked through the project to support and advise them on their occupational health activities and ensure they comply with health and safety regulations.

The following programme activities were all carried out on-site in line with the needs identified. Tool Box talks were an integral part of the programme and through keeping them informal and interactive suited the target audience. All talks were evaluated.

The timeframe for the tool talks were agreed to be maximum 45 minutes this worked best for both employer and employee as it caused minimal disruption to the work schedule.

All programmes were identified by staff in the health needs survey.

July 2010

Health information Boards were installed in both sites, with literature, visual displays and sources of local services and support on a range of health issues including, smoking cessation, healthy eating, cancer awareness etc.

One to one health clinics - August 2010

Programme was launch including lifestyle health clinics, comprising of Cholesterol, Blood pressure and Glucose checks, also advice from trained health professionals.

Nurses were available on-site to measure cholesterol, blood pressure and glucose, and also give general information on any health concerns. A number of referrals were made to the GP and other health professionals.

Woodvale Construction St Columb's Building Site

- 29 Attended
- 9 Referrals – 7 High Cholesterol and 1 High Blood Pressure 1 High Glucose
- Literature provided on Alcohol, Smoking, Exercise, Diet, Self Examination,

Woodvale Construction First Church Derry

- 11 Attended
- 3 referrals – 2 high cholesterol and 1 high BP
- *Literature provided on Diet, Exercise, Smoking*



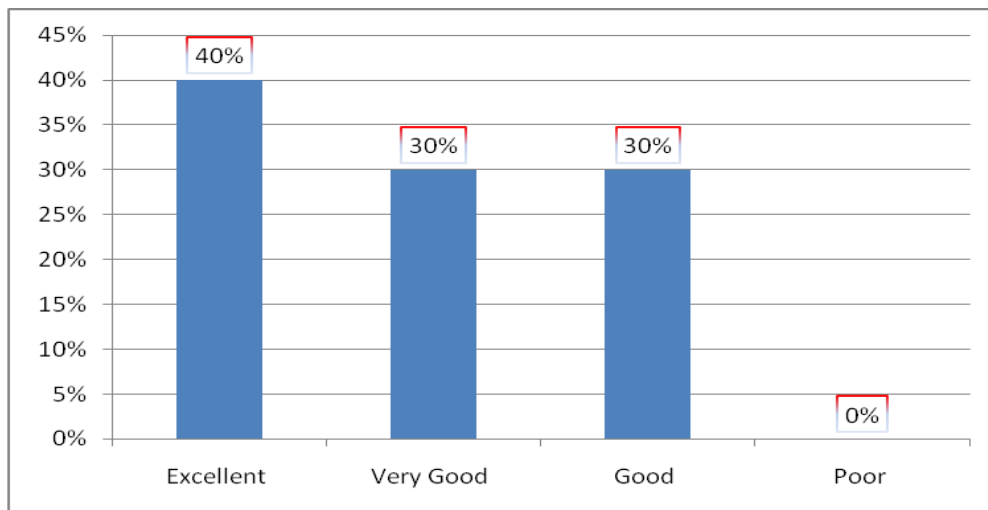
(left to right) John Whyte, (Woodvale) Richard Nicholl, (Woodvale) Sabrina Dunne, Brian Kelly, (Woodvale) William Hetherington (Woodvale) Norman Lyons (HSENI) Richard Smith. (Woodvale)

Cancer Awareness – September 2010

Feedback from session: 20 staff attended a 45min tool talk session on Male Cancer Awareness facilitated by Action Cancer.

100% staff said they feel the venue being onsite was suitable for the programme.

Question: How would you rate the Cancer Awareness Talk?



Staff were asked “*what was the most useful part of the programme?*”

10% said Prostate Cancer and Procedures

30% said Information

40% said Awareness of the talk

100 % of Staff said the programme did not leave anything unaddressed.

70% of staff said as a result of the cancer programme their awareness of cancers had improved.

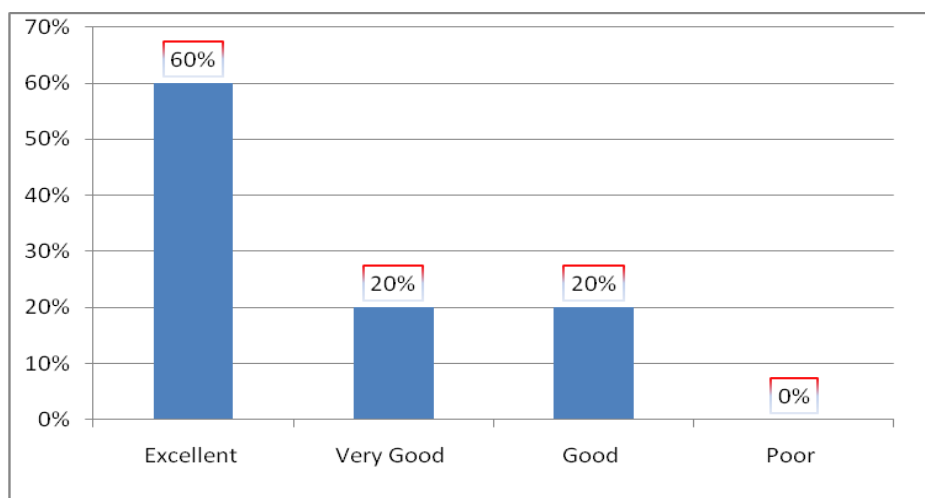
50% of staff said they are confident they will apply what they have learnt on the programme.

Coronary Heart Disease and Stroke - October 2010

32 staff attended the tool talk on Coronary Heart Disease and Stroke delivered by Chest Heart and Stroke

100% staff said they feel the venue being onsite was suitable for the programme.

Staffs were asked, *how would they rate the talk on Chest Heart and Stroke they had attended?*



Staff were asked “ *what was the most useful part of the programme?*”

- 50% said signs of a stroke and heart attack
- 30% said signposting Information
- 30% said awareness of the topic

All staff said the programme left nothing unaddressed.

90% of staff said there awareness of coronary heart disease and stroke has improved after the programme

Mental Health – November 2010

70 % of the workforce wanted a practical programme on Mental Health. Aware Defeat Depression delivered a programme called 'Mood Matters'.

Mood Matters is a programme designed to increase knowledge and understanding of mental health and depression and to increase a person's ability to protect and improve their own mental health and that of others.

Feedback from participants:

"I found the programme very helpful and learned so much"

"The programme was very good, thank you"

"I am so much more confident in talking about mental health"

80% of participants said they are more knowledgeable in recognising the signs of depression in adults and now understand the importance of talking and seeking help.

90% of participants said they are more knowledgeable on where and how to get help for depression.

65% of staff said they understand how to help themselves and someone they care for.

Alcohol and Drugs – December 2010

HURT

Tool Box Talk on Alcohol and Drugs Awareness

28% of staff participated in a Alcohol and Drugs awareness session, due to the sensitivity of the subject staff did not want to complete a feedback sheet.

The employer thought this would be a good area to cover as the men were continually working with dangerous machinery and also coming up to the Christmas period it would be a good opportunity to deliver this topic.

Areas covered were:

- Drug categories and classifications
- Drug information
- Alcohol units and guidelines
- Alcohol Facts
- Binge Drinking
- Local Support

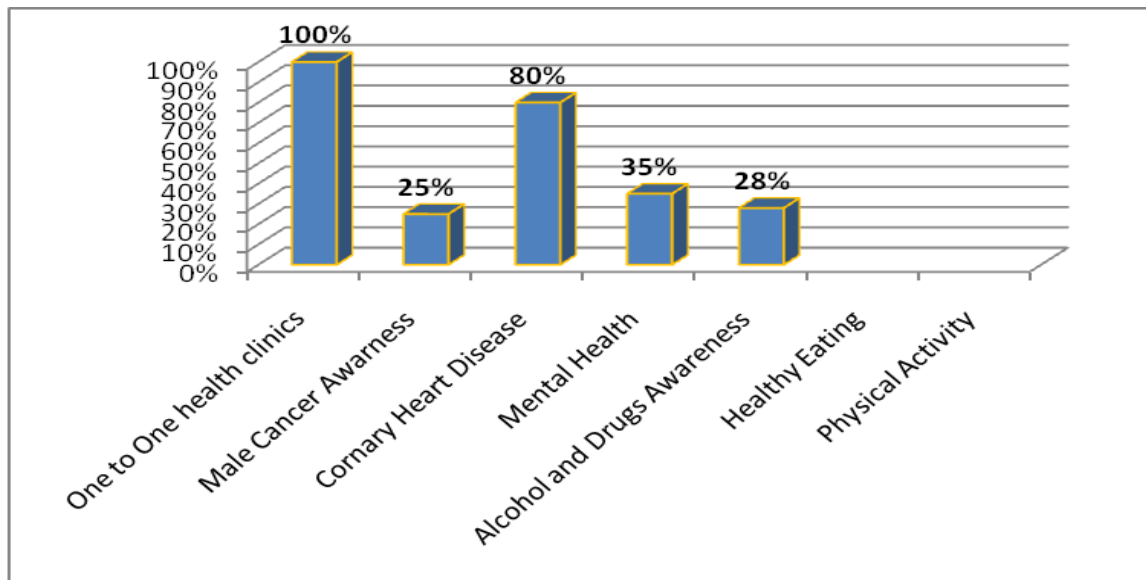
April 2011

Derry City Councils Active Community Coaches Healthy Eating

Topics covered were

- *What calories are required in a day*
- *What is a healthy breakfast*
- *Balance of good health (examining carbs, fats, vitamins and minerals).*
- *Role of food in health – examining issues such as coronary heart disease, obesity, diabetes and cancer.*

Summary of programme participation



Inputs

£2100.00 was awarded by HSENI to pay for professionals to deliver talks on the various health topics, the programme stayed within the allocated budget.

Funding from Public Health Agency for project manager to manage the project.
£33, 868 for salaries, nic costs and travel.

Target Group

40 male manual workers aged of 16 – 54+ with Woodvale Construction.

Tmescales & Costs

August 2010 - February 2011

Costing - Woodvale Construction	
HIP - Health Information Board/Leaflet Holders/Visual Displays (Health Edco)	£400.00
Introducation & Launch of Programme - Hospitality (Cafe Artisan)	£300.00
Health Checks with 40 staff (Invoice from Derry Healthy Cities)	£500.00
Action Cancer	£50.00
Aware Defeat Depression	£200.00
Hurt	£50.00
Healthy Eating/Nutrition (Derry City Council) Thomas Mc Callion	£50.00
Physical Activity (Derry City Council) Thomas Mc Callion	£50.00
HSENI - Hearing	
Respiratory - Prevention	
Asbestos - dangers/awarness	
Hand Numbness/prevention	
Evaluation - (completed by 31 May 2011) Derry Healthy Cities	£500.00

£2,100.00

Delivery Partners

Derry Healthy Cities
Foyle Health @ Work Programme
HSENI
Local Nurses
Action Cancer
Aware Defeat Depression
HURT
Derry City Council
Chest Heart and Stroke
Health and Safety Works NI

Some of the comments made by the Health and Safety Manager Richard Smith:

1. Why did you think about a health & wellbeing programme for staff?

This is an important issue in construction currently, being actively promoted by HSENI & Safe T Cert auditors. We want to be ahead of the game to help our staff.

2. What interventions/changes did you put into place as a result of the programme?

Notice boards on site, information leaflets, training sessions. Looking at health monitoring for high risk workers.

3. Would you say health & wellbeing is now on your corporate agenda and is embedded into your organisation?

Yes it is, but I would like to engage greater senior management commitment to really reinforce the good work we have achieved over the last few months.

4. What long-term changes have you made as a result of the programme?

We have made time for regular health improvement awareness and have joined the Considerate Constructors Scheme which formalises the health promotion work we have done so far.

5. Have you looked at developing or reviewing existing policies as a result of the programme?

Yes. Nothing committed to paper at this point. This will be carried out in the next month.

6. Do you think the programme has impacted on your absenteeism figures? (can you give any figures from previous years) *i.e. there is a reduction sickness from backpain as a result of an intervention that was implemented*

No statistics collated as yet.

7. Any other comments/feedback from staff.

Staff thoroughly enjoyed the programme and found it of considerable benefit.

Woodvale Construction Company Follow Up Questionnaire Results

Based on 10 responses

- 1 Which topics did you find the most useful? Please rate these topics on a scale of 1 – 5. (1 Being poor and 5 being excellent.)

Average scores:

Healthy Eating/Nutrition	4.8
Mens Health	4.8
Physical activity	4.1
Health checks	4.6
Alcohol & drugs awareness	4.9
Mental health awareness	5.0
Cancer awareness/screening	4.7
Smoking cessation	4.6
Coronary heart disease/stroke	4.5
Chest problems/resp/breathing	4.1
Backpain/sciatica/arthritis	4.2

- 2 Did you take part in the health checks offered? 10/10

- 3 If you took part in the health checks were you advised to see your doctor? 4/10

- 4 Would you think an annual health check provided by an occupational health nurse would be good? 10/10

- 5 Have you any comments to make about the health promotion initiative?

- I found this very useful.
- It was very good.
- It was very good.
- Bringing this service to building sites is a great idea as most men won't go to you.
- Well run, good information, the advisors were really great, and helpful. Easy to relate to.
- Very good.
- Very good.

- 6 We plan to continue with a health promotion programme on an on-going basis. Are there any other areas that you would like to see us look at?

- Mental health awareness.
- All awareness.
- Dental care would be helpful and eye tests.
- If any one does have mental or health problems after care etc. Follow up to make sure they act.
- The 11 items on this sheet are very important.
- Happy with all.

- 7 Is there anything else in relation to your health and well being not already mentioned in the questionnaire you would like to see addressed on site?

Nothing significant mentioned.

Future Plans

- Continued support from both Foyle Health at Work and its Partners
- Development of existing policies and implement new polices with the support of HSENI
- Annual Health Plan developed with support from FHWP.
- A workshop for the foremen on manual handling risk assessment is due to be carried out in May 2011. This work continues to be on-going.

Acknowledgements

Woodvale Construction

Public Health Agency

Derry Healthy Cities

Awards For All

HSENI

Local Nurses

Action Cancer

Aware Defeat Depression

Hurt

Derry City Council – Active Communities Coaches

Chest Heart and Stroke

Health and Safety Works NI