

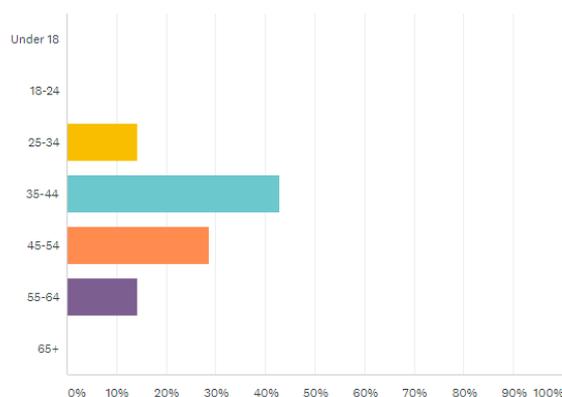
Health Needs Assessment Results – February 2020

Survey completed by 7 members of staff out of 10 (70% completion rate).

About You

The workforce is 100% female and in terms of age range, the majority of respondents were in the 35-44 age bracket (42.86%), with 28.57% in the 45-54 age bracket and 14.29% in the 25-34 and 55-64 age ranges.

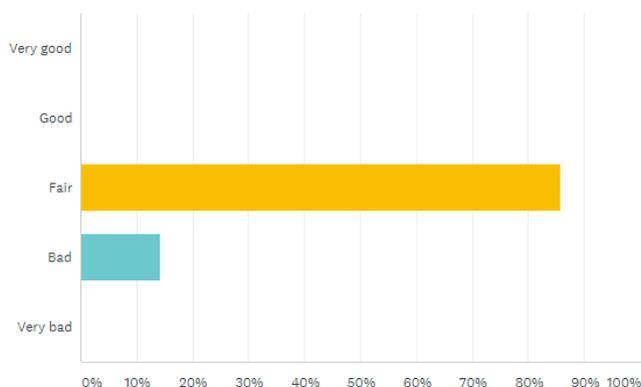
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General Health

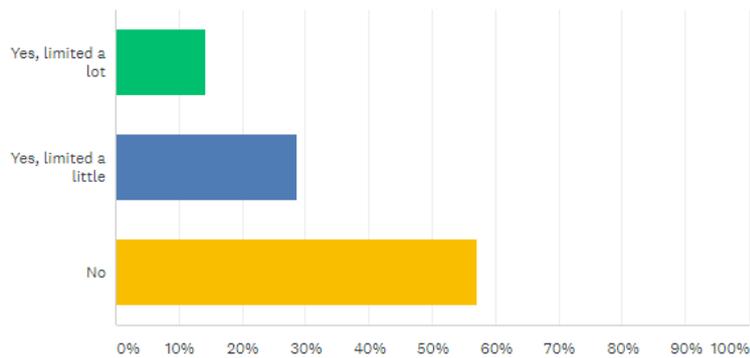
When asked, “How is your health in general”, 85.71% described their general health as fair.

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Staff were then asked if their day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months (including problems related to ageing). Over half of the workforce said no (57.14%), 28.57% felt they were limited a little and 14.29% felt they were limited a lot.

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The next question asked staff to consider various factors in their life on a scale of 0-10, where 0 is not at all and 10 is completely.

In terms of satisfaction in life, an average rating of 6.29 was given. 42.86% rated their satisfaction with life as an 8. 28.57% (2 staff members) rated their satisfaction in life as 5 or less.

Rating their happiness the previous day, the results were lower, with 71.44% rating their happiness as 5 or less. The average rating across the workforce was 5.29.

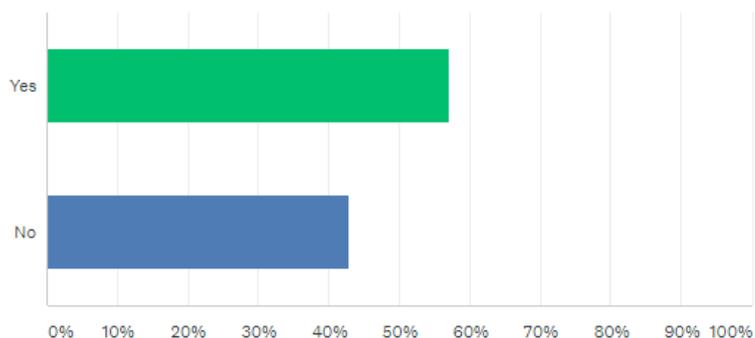
Anxiety the previous day was quite high, over half the workforce rated their anxiety as over 5. The average rating was 5.71.

However, a very positive result was in terms of the extent of which staff felt the things they do in life are worthwhile. 85.73% rated this as over 5 (one rated a 10). The average rating was 7.57.

Smoking

Over half (57.14%) of staff have smoked a cigarette, a cigar, or a pipe at some point. Of these staff members, 60% still smoke.

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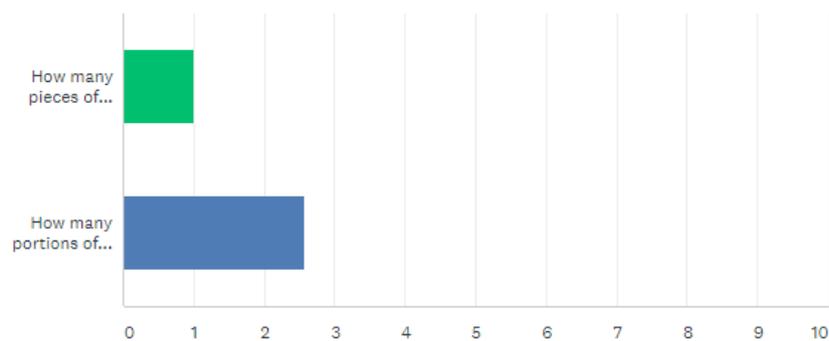


Healthy Eating

A portion of vegetables approximately equals one handful or 3 serving spoons of vegetables or salad vegetables. A portion of fruit equals approximately a tablespoon of dried fruit, 1 medium sized piece of fruit, 2 small pieces of fruit, or a 125ml glass of pure fruit juice.

The average number of pieces of fruit eaten per day was only 1 and vegetables was 3 which is well below the recommended amount.

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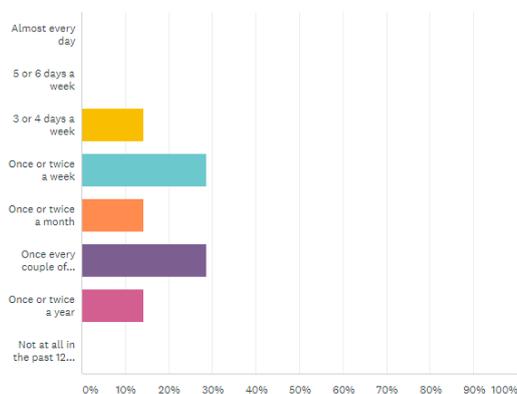


Alcohol

Staff were then asked about their alcohol consumption. Thinking about all kinds of drinks, how often have you had an alcoholic drink of any kind during the last 12 months?

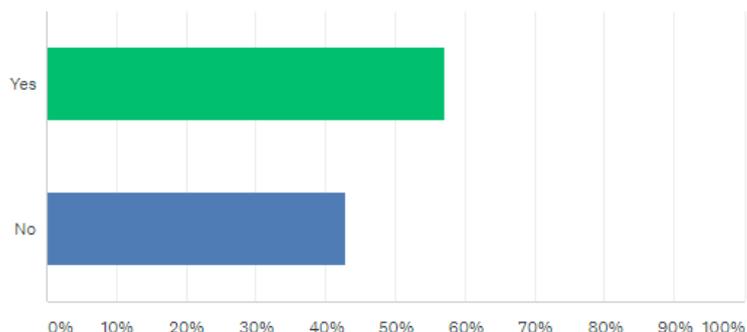
Responses were quite evenly spread. 28.57% of staff drink once or twice a week and 14.29% drink 3-4 times a week. 14.29% drink once or twice a month, 28.57% once every couple of months and 14.29% only drink once or twice a year.

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57.14% of staff had drank an alcoholic drink in the past 7 days.

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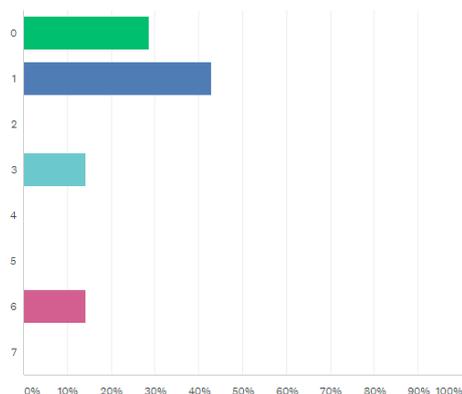


Physical activity

Staff were asked to think about their physical activity, over the past week, on how many days have you done a total of 30 minutes or more of moderate or intensive physical activity.

In general, the workforce are not very physically active. 28.57% said they had done no physical activity and 42.86% had only done physical activity on one day. One staff member had done exercise on 3 days of the week and one on 6 days of the week.

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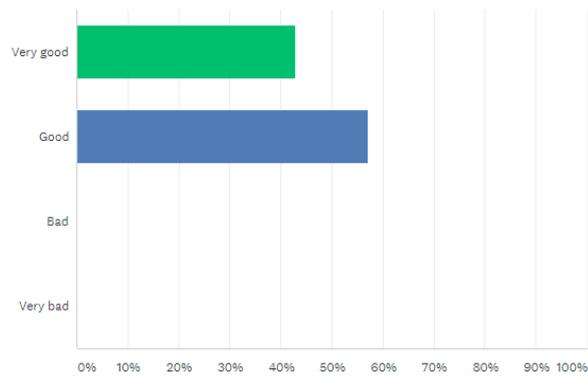
Work and health

Considering work and how it affects physical and mental health, all staff felt that paid work was good or very good for their physical and mental health.

Results for both questions were the same: 42.86% said very good and 57.14% said good.

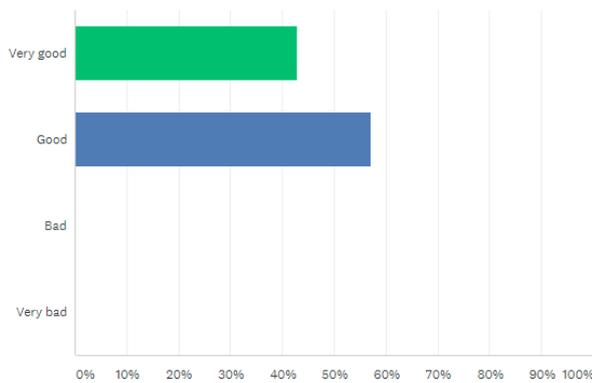
Taking everything into account, do you think paid work is generally good or bad for physical health?

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Taking everything into account, do you think paid work is generally good or bad for mental health?

Answered: 7 Skipped: 0



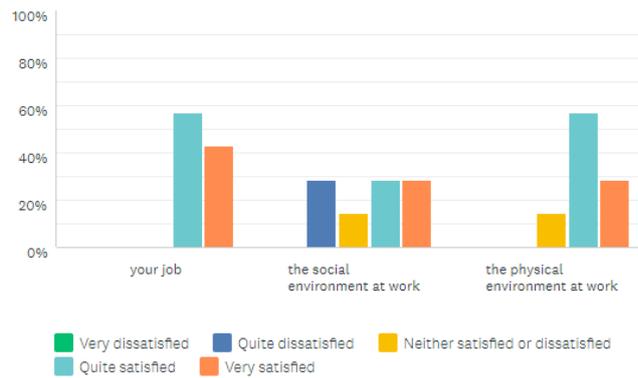
The workforce were asked to rate their satisfaction with their job, social environment at work and physical environment at work (from very dissatisfied to very satisfied)

Potentially, this is an area that the company needs to review as 28.57% of the workforce are quite dissatisfied with the social environment at work. However, 28.57% were very satisfied and 28.57% were quite satisfied.

Positively, satisfaction in terms of job were all rated very (42.86%) or quite (57.14%) satisfied.

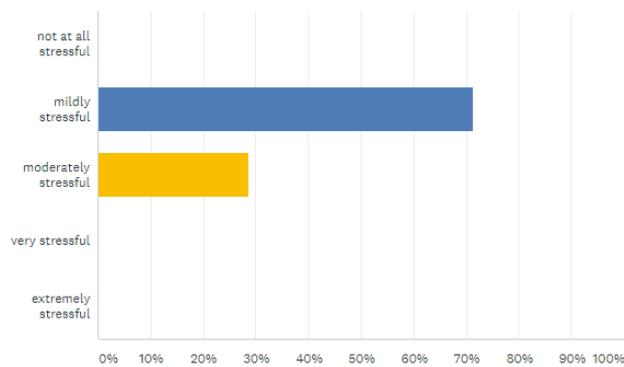
The physical environment is satisfying the workplaces needs with 57.14% quite satisfied and 28.57% very satisfied.

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Staff were asked how stressful they found their job in general. 71.43% find the job mildly stressful and 28.57% moderately stressful.

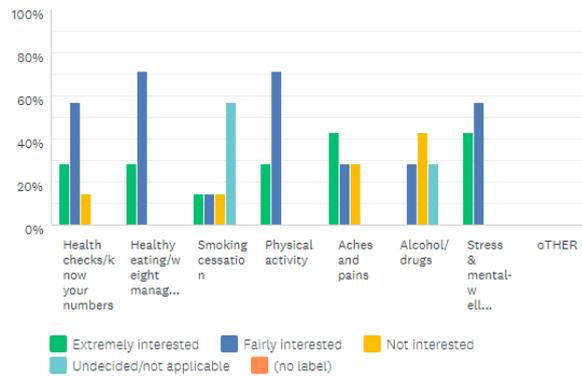
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Staff were then given a list of different health programmes and asked them to rate how interested they would be in taking part in them at work (from extremely interested to not interested or not applicable/undecided):

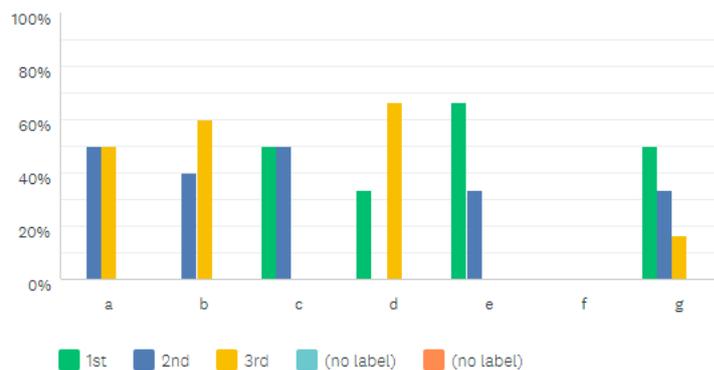
- a) Health checks/know your numbers
- b) Healthy eating/weight management
- c) Smoking cessation
- d) Physical activity
- e) Aches and pains
- f) Alcohol/drugs
- g) Stress & mental-wellbeing (emotional resilience)
- h) Other

Answered: 7 Skipped: 0



In addition, they were asked to prioritise their top three programmes of interest:

Answered: 7 Skipped: 0



This data will be used to decide upon areas which will be covered during the Better Health at Work programme. Using a weighted scheme the three areas of priority are:

Stress & mental well-being (emotional resilience)

Aches & pains

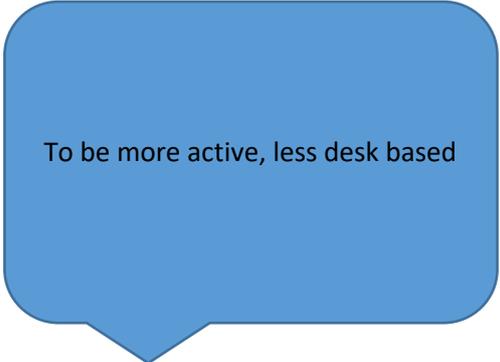
Physical activity / Smoking cessation (tied)

Over the coming months these areas will be concentrated on but we will continue to provide information on other areas which will promote better health in the workplace.

Finally, staff were asked, “if there was one thing in your workplace that would improve your health, what would it be?”



I need more willpower to stop eating the constant supply of cakes, biscuits and pastries!



To be more active, less desk based



More opportunities to be physically active

Thank you to all staff who participated in the survey. If you have any other comments regarding health in the workplace please feel free to contact one of our designated health advocates.