

WORKPLACE WELLBEING

An active and healthy workforce is a happy, motivated and productive workforce. Here's some information about why keeping active is so important, and some top tips from Active Lincolnshire to support your teams to take care of their wellbeing.

BENEFITS OF AN ACTIVE WORKPLACE

Active workplaces are healthier, happier and more productive. Introducing physical activity into the working day brings many benefits to the organisation and your employees:

- Improved health and wellbeing.
- Relieves stress and lowers risk of depression.
- Improved staff engagement and satisfaction.
- Improved staff recruitment and retention.
- Increased productivity through improved concentration and mental stamina.
- Fewer working days lost to stress and musculoskeletal disorders.



Cost of an unhealthy workforce to the UK Tax payer^[1]



Reduced risk of depression due to regular exercise^[2]



Fewer sick days taken by physically active employees^[3]



HOW MUCH SHOULD WE BE MOVING?

Government guidelines recommend adults should do **at least 150 minutes (2 hours and 30 minutes)** of moderate-intensity aerobic activity every week - that's about **20 - 30 minutes each day**. Moderate-intensity aerobic activity means you're working hard enough to raise your heart rate and break into a sweat. This may include activities such as cycling or fast walking. Vigorous exercise, such as running or sport, means double the intensity, so you can halve the time. Every time you are active for **10 minutes or more** it counts.

Physical activity has many health benefits. It can reduce your risk of major illnesses (such as heart disease, stroke, type 2 diabetes and cancer) by up to 50% and reduce your risk of early death by up to 30%. It can also decrease your risk of stress, depression, dementia and Alzheimer's disease. Furthermore, it can boost self-esteem, mood, sleep quality and energy.

26% of employed adults in Lincolnshire are currently classed as inactive, doing less than 30 minutes of activity a week.

RECOMMENDED PHYSICAL ACTIVITY LEVELS

AT LEAST
150
MINUTES
MODERATE INTENSITY
PER WEEK

OR

OR A COMBINATION OF BOTH

AT LEAST
75
MINUTES
VIGOROUS INTENSITY
PER WEEK

MODERATE INTENSITY

INCREASED BREATHING BUT ABLE TO SPEAK



VIGOROUS INTENSITY

BREATHING QUICKLY AND DIFFICULTY SPEAKING



For more information about physical activity guidelines visit activelincolnshire.com



CREATING AN ACTIVE WORKPLACE

On average British people sit for **8.9 hours each day** (for office workers, this is 10 hours) with almost **70% of sitting taking place at work**.

Encourage your workforce to break up sedentary time and get moving throughout their working day.

Problems caused by sitting down for long periods:

Sitting for too long has been linked to numerous health problems including: musculoskeletal conditions, increased risk of obesity, heart disease and type 2 diabetes, and has poor implications on mental wellbeing.

The negative effects of sedentary behaviour can't simply be offset by doing lots of exercise outside of work hours either. Sitting still for long periods of time can be bad for you even if you are meeting physical activity guidelines.

Take a look at these ideas and tips to get your workforce moving throughout their working day:

- Avoid sitting for more than 30 minutes at a time, set a timer to remind you to move.
- Break up sedentary periods with short workouts or some stretching exercises.
- Change your working position - use a standing desk or sit on a balance ball.
- Try a standing or walking meeting - walk and talk with colleagues.
- Take an active lunch break, ideally getting out in the fresh air if you can. Use an app like the **Active 10 app** to encourage brisk walking.
- Make your commute an active one. Cycle or walk to work or, if it's too far, park further away or get off the bus a couple of stops early.



LET'S GET YOUR WORKFORCE MOVING

Supporting an active workforce may require a cultural shift in your organisation. Consider how you can encourage your teams to embed activity into their everyday working routine.

Here's a step by step guide to how to get your workforce moving:

Listen to your workforce

1



- Conduct a wellbeing survey, and have wellbeing conversations with staff
- These will help you understand what support would make a difference

Make time for movement

2



- Suggest and encourage time away from the desk to move more during the day - lunchtime leg stretch, 'walk and talk' meetings, virtual challenges such as daily step counts.
- Appoint a wellbeing lead and create a wellbeing plan, policy or commitment.
- Promote learning opportunities around all aspects of health and wellbeing. Ensure senior team members and managers lead by example.

Create an active environment

3



- Make active commuting easy by providing secure bike storage and showers at work.
- Sign up to the 'Cycle to Work' scheme.
- Encourage more movement during the day with standing desks and balance balls to sit on.
- Encourage breaks for stretching during long meetings.
- Provide or recommend equipment to support being active, such as resistance bands, Fit-bits or pedometers.



For further resources relating to wellbeing at work visit:
activelincolnshire.com/workplace-wellbeing

If you would like more information about how we can support physical activity in your workplace, including how to support employee's wellbeing when working remotely, please contact:
workplacehealth@activelincolnshire.com