

FOUNDATION FOR
**CHRONIC
DISEASE**
PREVENTION™
IN THE WORKPLACE

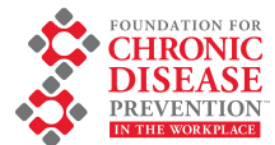
Executive Summary Report
2011 FCDP Study



Study Aim

“To assess the impact of participation in the Global Corporate Challenge on low intensity physical activity levels, employees risk factors to non communicable diseases (such as Type 2 diabetes and cardiovascular disease), workplace productivity and psychological measures of employee mental health.”

Six organisations participated in this study including Tesco Plc, Kraft Foods UK, Wood Group, Tyco Fire Products and Hays Recruitment.

The logo for Tesco, featuring the word "TESCO" in a bold, red, sans-serif font with three blue horizontal lines underneath.The logo for Hays, featuring the word "HAYS" in a bold, blue, sans-serif font, with the tagline "Recruiting experts worldwide" in a smaller, blue, sans-serif font below it.The logo for Tyco, featuring the word "tyco" in a bold, blue, italicized, sans-serif font.The logo for Kraft Foods, featuring a colorful, stylized flower icon to the left of the words "kraft foods" in a blue, sans-serif font, with the tagline "make today delicious" in a smaller, red, sans-serif font below it.The logo for Wood Group, featuring the letters "WG" in a bold, white, sans-serif font inside a red rounded rectangle, with the words "WOOD GROUP" in a smaller, white, sans-serif font below it.

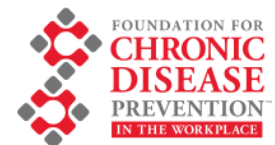
FCDP and Lancaster University



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Prevention in the Workplace
(FCDP)***



Executive Summary

- The results show that participating in the GCC resulted in a significant increase in employee physical activity levels as well as the frequency and planning of regular exercise.
- The results reveal a significant improvement in all aspects of employee psychological wellbeing (such as confidence, self-esteem, sleep and concentration levels) and a significant reduction in all types of stress.
- Significantly higher levels of productivity were reported by employees after the GCC.
- The results demonstrate a significant increase in satisfaction with employee's quality of life by the end of the GCC.
- Biometrics results show a large proportion of employees lost weight, reduced their %age body fat, reduced their waist circumference and also reduced their BMI.
- Biometrics also show a positive reduction in blood pressure in a large proportion of employees
- The study suggests organisations can benefit from encouraging and supporting employees to walk more than 7,500 steps per day.



Basic Study Demographics

In total, 752 employees took part in the study:

Sex:

- 45% Male
- 55% Female

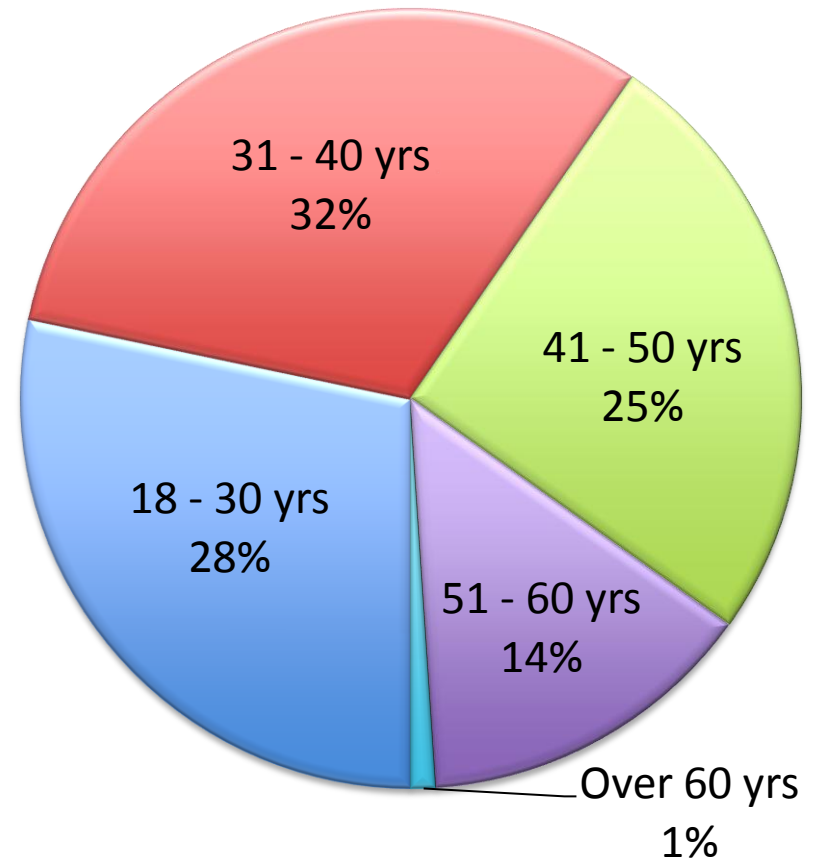
Nature of Role:

- 92% Sedentary Jobs
- 8% Active Jobs

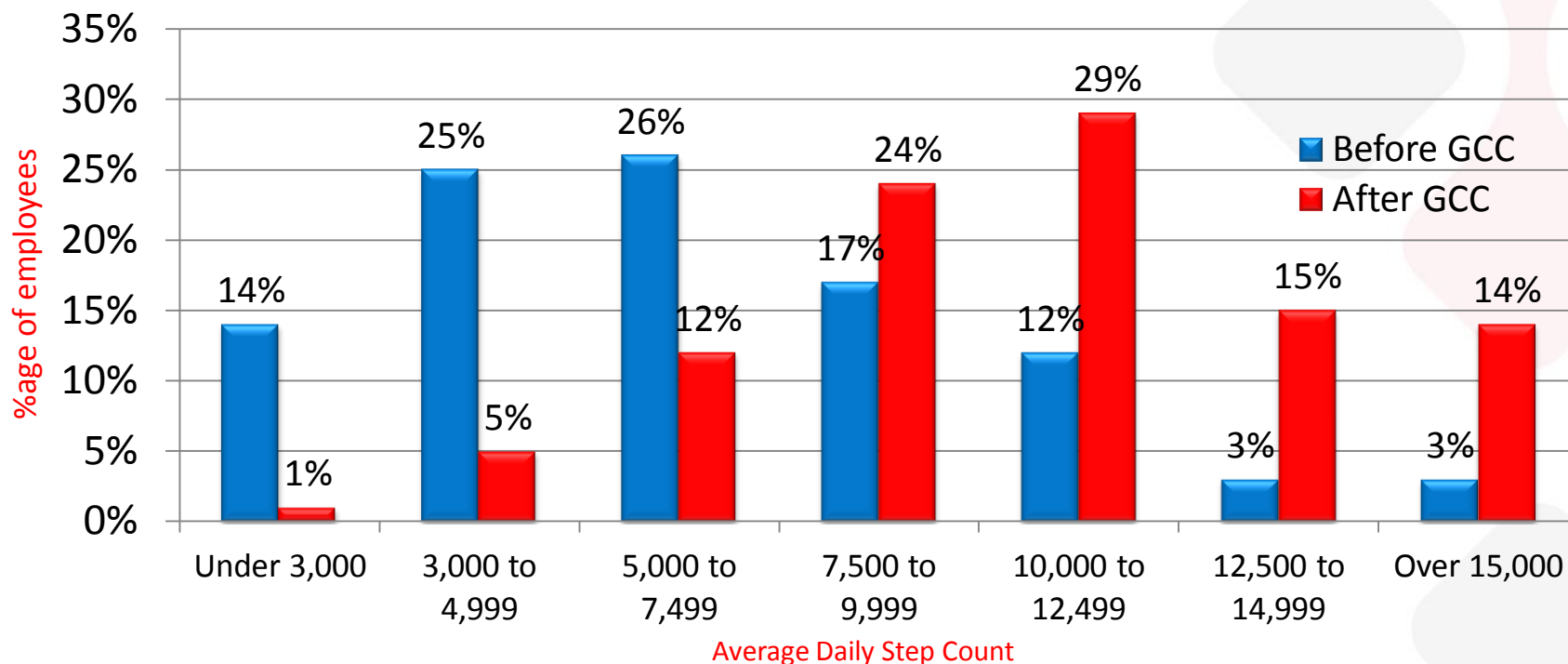
Ages:

- 60% Under 40 years old
- 40% Over 40 years old

Average Participant Age = 38.5 years



Increase in Physical Activity

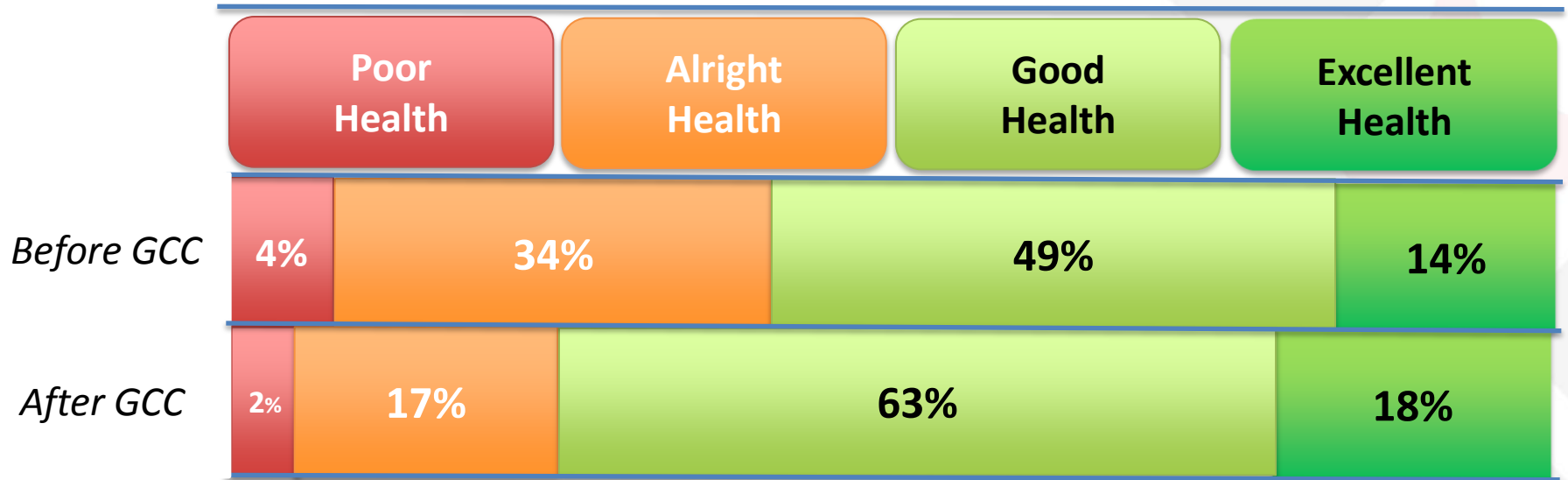


- Before the GCC, only 18% of employees achieved >10,000 steps per day
- After the GCC, this **increased to 58%** of employees averaging >10,000 steps per day
- 82% of employees achieving 7,500 steps per day or more



Shift in Employee Overall Health

Change in the employee's perception of their overall health (%age of employees):



- **20% more** employees reported that their health after the GCC was either “good” or “excellent”
- Employees taking more than 10,000 steps rated their overall health significantly higher than those taking fewer



Improvements in Physical Health



2.8kg
Weight
Loss

Weight Loss: 53% of employees lost weight:

- Average weight loss across all participants was 0.6kg
- **Average weight loss was 2.8kg** for those that recorded a reduction



10%
Less
Body Fat

Body Fat: 52% of employees reduced %age Body Fat:

- Average reduction across all participants was 1%
- **Average %age Body Fat reduction was 10%** for those recording a reduction.



5.2cm
Waist
Reduction

Waist: 62% of employees reduced their waist circumference

- Average waist across all participants reduced by 2.0cm
- **Average reduction in waist circumference was 5.2cm** (for those recording a reduction)



Positive Changes in BMI

Changes in BMI classification before and after GCC:

Body Mass Index (BMI)					
	Underweight	Normal	Overweight	Obese class 1	Obese class 2
Pre event	2 (1%)	87(39%)	94 (42%)	33 (15%)	6 (3%)
Post event	1 (0%)	90(40%)	91 (40%)	33 (15%)	7 (3%)
Movement +/-	-1	3	-3	0	1

- Prior to the challenge, 60% of participants were classified as “overweight” or “obese”
- This dropped to 58% after the GCC
- **48% of employees reduced their BMI** to some degree
- 8% of employees reduced their BMI by more than 5%



Reduction in Blood Pressure

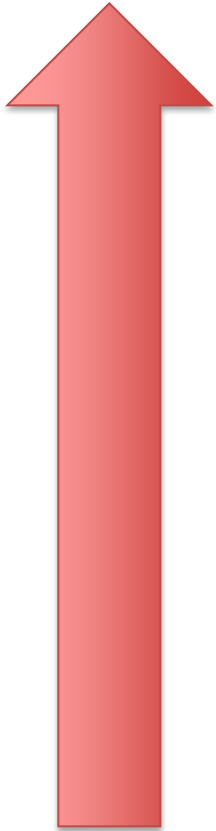
Changes in Blood Pressure classification before and after GCC:

Systolic Blood Pressure				
	Desirable	Pre hypertension	Stage 1 hyper	Stage 2 hyper
Pre event	71 (32%)	112 (51%)	33 (15%)	4 (2%)
Post event	97 (44%)	96 (44%)	25 (11%)	2 (1%)
Movement +/-	+26	-16	-8	-2
Diastolic Blood Pressure				
	Desirable	Pre hypertension	Stage 1 hyper	Stage 2 hyper
Pre event	94 (43%)	85 (39%)	33 (15%)	8 (4%)
Post event	103(47%)	79 (36%)	27 (12%)	11 (5%)
Movement +/-	+9	-6	-6	+3

- 29% of employees moved to a lower category of Systolic Blood Pressure
- 24% of employees moved to a lower category of Diastolic Blood Pressure



Improvement in Psychological Wellbeing



35% more employees gained confidence in themselves

Insight: Increased confidence reduces likelihood of depression and anxiety

28% more employees reported not feeling unhappy or depressed

Insight: Reducing the chances of an employee feeling stressed

52% more employees reported no longer feeling worthless

Insight: Self-esteem makes an employee more likely to succeed at work

23% more employees felt better able to overcome difficulties

Insight: This reduces an employee's probability of feeling stressed

17% more employees reported not losing sleep over worry

Insight: Less worry indicates less chances of stress

15% more employees felt able to enjoy day to day activities more

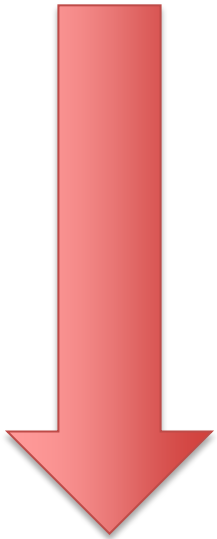
Insight: A more positive outlook can result in higher productivity



Significant reduction in Stress

Following the GCC, participants reported a significant reduction in stress levels in relation to **ALL** issues measured (including work stress, family stress, health stress and financial stress).

In particular we saw the following most dramatic improvements:



- **15%** more employees reported little or no stress in relation to general and emotional wellbeing
- **14%** more employees reported little or no stress associated from work
- **13%** more employees reported little or no stress associated from their overall health
- **12%** more employees reported little or no stress in relation to their family, finances and ability to cope with day to day problems



Significant improvement in Quality of Life

%age of Employees who rated the following as “very good”:

	<i>Before GCC</i>	<i>After GCC</i>
Quality of Personal Life:	41%	48% (+7%)
Feeling towards their Job:	24%	30% (+6%)
Happiness in your Self:	21%	30% (+9%)
Ability to adjust to change:	27%	40% (+13%)
Happiness with Life as a whole:	35%	45% (+10%)
Overall contentment with life:	32%	44% (+12%)



Step Change in Productivity

Changes in reported productivity levels before and after GCC (%age of employees):

Daily Productivity				
%age of employees	Less than 80% Productive	80 - 89% Productive	90 - 99% Productive	100% Productive
Before GCC	15%	44%	32%	9%
Post GCC	8%	34%	45%	13%

- **20.5% of employees recorded an improvement in productivity**
- **17% more employees** reported that they were 90% or more productive in their day job
- Employees who took more than 10,000 steps per day recorded significantly higher levels of productivity

