

Report to Senior Leadership Team

Subject: Health Fair 26th February 2015

Date: 16 June 2015

Author: Health and Safety Officer

1. Purpose of the Report

To provide a review of the Council's health fair session 2015.

2. Background.

The health fair 2015 was the thirteenth in a series of health promotions that provided information and practical health and wellbeing advice for employees of the Council. This event was also the first to offer the service to partners, by offering the free spaces that Council employees did not fill.

The health fair has many benefits. These include helping protect the health of employees, complying with legal obligations, enables the identification of health risks. They help establish and maintain workplace health standards. The health fairs can also help detect any adverse health effects of workplace environments, assist with the evaluation of current control measures, and promote good health and wellbeing such as promoting the corporate DNA membership scheme. They aid in improving the general health of the workforce. The sessions support the delivery of the Council' safety policy objectives and shows a strong commitment from management to occupational health.

Occupational health is about how work and the work environment can affect an employee's health and equally how an employee's health can affect their ability to do the job. (Ref: HSE)

This year's health fair had a slightly altered layout, with the majority of activities within the council chamber and the nurse appointments moved into the committee room to provide a more private setting. The feedback was very positive to this change and a result of requests for improved privacy.

The occupational health nurses processed 89 appointments; this was 6 more than the previous year. There was 5 general practitioner (GP) referrals made, 1 employee had raised blood pressure levels. Out of 86 cholesterol checks, 25 results had cholesterol readings over 5.1 all were informed of the results and ways to reduce this. There were 61 employees with cholesterol readings under 5 which is seen as a healthy range. There was 33 employees that were informed they were overweight and given helpful tips on how to reduce their Body Mass Index (BMI). No employee tested positive for glucose (a Diabetes indicator). In terms of smoking cessation from the history taken on the day, 12 were ex-smokers, 11 current smokers and 66 non-smokers.

Prostate Specific Antigen (PSA) tests were bookable sessions and provide a early indicator of prostate cancer. Of the results 90% showed no indication of PSA and 4 people tested showing initial signs of a potential prostate issue. Those people were referred to their doctor and advised to have a repeat test within 2 years. Brief rundown of results is shown in the table 1 below.

Table 1. Gedling Borough Council PSA ng/ml TOTAL results 2015

PSA 0 – 4 Low risk	35
PSA 5 – 9 Repeat in 2 years	4
PSA 10+ Refer to GP	0

The session this year also provided early sign test for low bone density, also referred to as osteoporosis. Of the tests completed 4 employees had below average bone density and no high risk employees were identified. Only one employee was referred to their GP. There were 2 employees that were only just below the average for their age and were asked to repeat a scan at some point to see whether they have maintained their current density. Those with below average bone density were given competent advice and information.

The Leisure team completed 30 body fat tests in total.

A decision was made to substitute full eye tests this year for head and neck Shiatsu massages which were fully booked within days of going live on the events page. They proved incredibly popular and as a result massages will form part of any future health fairs, resources permitting.

The corporate Specsavers eye test procedure was advertised during the event.

A National Health Service (NHS) community nutrition team were on hand to provide healthy eating advice. To date obesity in the workplace is a growing problem. Between 1993 and 2011 the proportion of obese UK

adults has increased from 13% to 24% for men and from 16% to 26% for women. This trend costs the NHS an estimated £5 billion annually. Obesity is a problem for obese people, their employers, healthcare workers, equipment and vehicle designers and risks to the economy (Ref. iCroner).

Two staff support campaign courses were also advertised, the resilience and stress training for managers courses for dates in April and May 2015.

It is important to highlight that the Council has a Sickness Recovery Scheme. In view of the perceived benefits for both the employee and the Council, the Council operates a scheme whereby employees, recovering from an operation or injury, are entitled to free use of the Council's swimming pools and or fitness suites (as appropriate) for a maximum period of three months to assist their recovery. Application for the scheme should be made through the Leisure - Service Manager, employees will require a letter of support from a GP, hospital consultant, or the occupational health consultant and the employee will be required to comply with the Council's Health Commitment Statement.

There was 35 health fair feedback questionnaires completed. Highlights from the questionnaire feedback included the event meeting with expectations, with some of the most popular topics of the fair being the shiatsu massages, blood pressure & cholesterol checks, comments included:

'Much better having the nurses in the separate room – better for privacy'

'I think you have pretty well covered everything it just gets better'

'Mental health information and advice'

'More massages and for longer time, thought the massages would be better in another room with relaxing music'

References:

Appendix 1. Health fair expenditure breakdown for past 4 years

Appendix 2. Organisation and stall holder information

Appendix 3. Competition winners.

3. Proposal

- a. For SLT to continue to support future health fair events to further improve the health and wellbeing of employees.
- b. Partners to be permitted attendance as per the approach of the 2015 Health fair

4. Resource Implications

- a. The occupational health budget be used to finance future events.
- b. Unfortunately, UNISON voted prior to the event to remove their financial support for the session. This funding is no longer available.
- c. Leisure services no longer have a budget to support the event, other than release staff to help run the event.
- d. The risk management fund be utilised to cover the shortfall to the occupational health budget.

5. Recommendation

- a. SLT are asked to note the report as past agreement to finance the event has been agreed previously.

Appendix 1. Breakdown of expenditure covering the last four health fairs.

PROVIDER	2012	2012	2013	2013	2014	2014	2015	2015
	Total tests	COST £	Total Tests	COST £	Total Tests	COST £	Total Tests	COST £
Nursing Provision & travel	n/a	617.60	n/a	729.60	n/a	950.00	n/a	1060.80
Cholesterol check	89 x £3	267.00	76 x £3	228.00			90 x £3	270.00
Urine analysis	48 x £1	48.00	41 x £1	41.00			38 x £1	38.00
OSTEOCARE								
(Bone Density Checks)	46 x £20	920.00	42 x £20	840.00	40 x £20	800.00	46 x £20	920.00
PROSTATE	43 x £20	860.00	33 x £20	660.00	32 x £20	640.00	Day rate 39 tests	800.00
KVMobile Eye Tests DSE Spectacles Safety Spectacles		n/a		n/a	16 x £15 6 x £50 2 x £50	240.00 300.00 100.00	n/a	
Shiatsu messages							New for 2015 36 massages	400.00
UNISON subsidy		(295.00)		(140)		0.00	withdrawn	0.00
External Funding (Health & Wellbeing Fund)		(1250.00)		nil		(2000.00) Leisure Cont		0.00
COST OF FAIR		1167.60		2358.60		1030.00		3488.80

Appendix 2. Organisation and stall holder information.

Edit Bodis – provided an information stand for smoking cessation initiatives for colleagues.

Occupational Health – Julie Howe-Shilton our occupational health nurse, from Orchard Health provided blood pressure, heart rate, cholesterol checks and carried out urine analysis. Further health advice of a private nature, related to the observations taken was also offered.

Leisure services team – Patrick Meakin and Johann Polak led a leisure based fitness team provided a body statistics test. There was a fitness competition on a rowing machine. Both Patrick Meakin and Johann Polak were a great support to the H&S officer in terms of the event preparation and delivery.

The NHS Community Nutrition Team - provided the healthy eating and dietary advice.

Travelright – provided ‘Dr Bike’ who fixed up 3 bikes. Also gave out lock exchanges (old for new) and travel advice.

Shiatsu massages provided by Andrea Duncan and Caroline Salzedo (head and shoulder massages) proved to be the most popular activity.

Communications – Rob McCleary, Raj Kumar and Razwhana Nabi provided advertising support along with Johann and Patrick.

Kay Richards – conducted the bone density tests. This checked for the early signs of osteoporosis in both male and female employees.

Frank Walters – provided his colleague, Jacqui to determine the level of prostate specific antigen in male members of staff.

Simon Norman – Simon designed a booking system for all the stalls. The help and support was much appreciated.

Sue Sisson - provided support in organising and delivery of the event, which is very much appreciated.

Appendix 3. Competition winners.

Category	Winner	Prize
Male to row Farthest	Grant Ilett	Not taken
Female to row Farthest	Caroline McKenzie	1 months free membership
Returned Questionnaire Winner	Tracey Widdowson (GBC) Sarah Layzell (DWP)	3 months DNA membership

4 other rower participants were also offered one month's free membership.