



## REPORT

### D3.4 – Problems detected during the implementation of the programs

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## ***Good practices to develop physical activity programs at work***

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## 1. Introduction

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FitWork is an 18 month project which commenced in January 2017 and will end in June 2018. The project is co-funded by the Erasmus + programme of the European Union and a partnership of organisations - The Instituto de Biomecánica de Valencia, The Universidade de Coimbra, The Technische Universiteit Eindhoven, and The European Network for Workplace Health Promotion.

The project has the following aim: 'to develop good practices to help ergonomic, health and safety professionals and sport professionals implement physical activity programs to address ergonomic risks in the workplace'.

This report addresses the problems encountered in the implementation of the exercise programs at Innex and Komag.

## 2. General problems encountered at Komag

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The implementation of the exercise program was a success in Komag because the managers of the company prepared very well our contact with its collaborators regarding the project. At follow up our orders were always satisfied with a minimum of time and a maximum of rigor. Thanks to the excellent information provided by our colleagues in Valencia we were able to propose a program adapted to the needs and space available in the company, very few adaptations were necessary and the teaching of the exercises was easy.

Based on the feedback provided by the employees, an evolution of the program was proposed during the project. The program was designed to be compatible with very tight working hours at this company.

There were no problems with the motivation of the workers because the program managers in the company were always attentive, committed and motivated for the success of the project. The only problem we found was to keep a control group because several of them asked to join the experimental group. We can say that the project was well followed in Komag. Most of the participants were able to follow through on the program with a good continuity, and the few who could not have just had short breaks due to overwork.

One of the difficulties was controlling the filing of the questionnaires applied to access the results of the physical activity implemented programs. Fortunately, with the help of Komag officials, those questionnaires were completed by informatics support, which enabled the data to be obtained. No doubt the Komag team responsible for the project was decisive for the success achieved.

### 3. General problems encountered at Innex

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The implementation of the exercise program at Innex in the beginning occurred reasonably well, we were able to teach the program to employees even though the company was at a very busy time. Based on the excellent information provided by our colleagues in Valencia, we had no problems adapting to the space and the time table of the workers. Both space and timetables were even better suited than in Komag.

Clearly the company employees were not as well prepared as they were in Komag, but during the implementation of the programs the contacts we had with them were positive and conducive to a good start for the program. Since this first contact we obtained little feedback, only we were assured that the employees were fulfilling the program with more or less regularity. However, we did not have access to the data of the weekly register of the workout sessions.

The major difficulties reported were the lack of time to do the exercises, due to the great volume of work. However, now that the weather is getting better, because of the spring season, they sometimes go for a long walk after work with a group of 3 or 4 people as a replacement for the exercises. They also reported that they would prefer to have a set time, during lunch or after work to do a supervised exercise program. To have a dedicated room to implement the exercises was also considered important.

The ambassadors did not behave differently than the other workers in the Fitwork project. The ambassadors did try to motivate people verbally, but they also reported a lack of time to walk around the company and to control and motivate all employees.

The Mibands were really appreciated in the beginning, but after a while participants started to notice that the steps weren't monitored in a correct way and stopped using it. For example, employees at the assembly line who moved their arms or hands a lot had a really high step count number while they barely moved during the day. The other information shown on the Miband, like heartrate and sleep rhythm was considered very useful.

## 4. Conclusions

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In conclusion the commitment of the local team (head of company, health officers and workers) as well as space availability are fundamental for the success in implementing the exercise programs. Lack of time due to high volume of work was the main obstacle to the implementation of the exercise. Closer contacts and more site visits would be helpful in controlling the continued adherence and motivation to perform the exercise programs. Taking this into account it is recommended that the companies look at the possibility of employing/contracting physical activity professionals, that may follow and encourage the implementation of the exercise programs, and allow a set time during the working day for the implementation of the exercise programs.



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