



REPORT

D3.5. Good things and aspects to improve detected during the implementation of the program.

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Good practices to develop physical activity programs at work

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1. Introduction

After the monitoring process of the fitness programs within both companies, a final check of workers (members of the control and intervention groups) was carried out. The workers filled in the questionnaires regarding attending to the monitoring plan defined (the results are included in D3.3).

In this document results of interviews in KOMAG and INNEX, carried out by specialists from TU/e, are presented. The reason for the interviews was to verify if the implementation of the fitness program has been designed properly.

The document contains positive things in the training program as well as aspects to be improved, identified based on the following discussion's topics:

- Peoples' opinions with regard to the experiences about the whole participation in the FitWork project (intervention groups).
- Performing physical exercises: strengthening exercises, stretching exercises and stairs circuits.
- Experiences with the special monitoring equipment: activating pillows and Xiaomi Mi Bands.
- Change of the organization of performing physical exercises.
- Continuation of physical exercises after the end of the project.

2. KOMAG Institute of Mining Technology

The positive things and aspects (positive and constructive feedback) to improve regarding the training program, identified on the basis of interviews carried out in KOMAG Institute of Mining Technology (Poland), are included in the table 1.

Table 1

TOPIC	OPINIONS (POSITIVE APPROACH)
<p>Opinions with regard to the experiences about the whole participation in the FitWork project (intervention groups)</p>	<ul style="list-style-type: none"> • Increased knowledge about the risks associated with sedentary lifestyle and obesity. • Employees' mental change regarding the fact that physical exercises can also be performed during office work. • Increased efficiency of work as a result of performing physical exercises during the working day. • Interest of the colleagues who were not involved in implementation of the FitWork project. • Feedback that the physical condition after the half-year training program improved.
<p>Performing physical exercises: strengthening exercises,</p>	<ul style="list-style-type: none"> • Improvement of physical condition. • Mutual motivation within the office. • The ability to perform dedicated exercises as a response to existing and identified threats to the musculoskeletal system.

stretching exercises and stairs circuits

- The possibility of using office furniture to perform exercises.
- Development of training plans taking into account the level of physical fitness of the exercisers.
- Improvement of mental health (e.g. less headaches, happier feelings).

Experiences with the special monitoring equipment: activating pillows and Xiaomi Mi Bands

Xiaomi Mi Bands:

- Good to monitor 24/7 physical activity including sleeping stages.
- Easy to use because it is light and small and equipped with long-lasting battery.
- Awareness of how many steps are performed compared to how much it should be (on the basis of quantitative measurement).
- Improved motivation.
- Calculation of the progress is possible.
- Very useful application that includes specialist tools dedicated for different types of activity (e.g. running, cycling or swimming), so it could be used also after the working time.
- Getting to know your maximum heart rate (HRmax) and resting heart rate (RHR).
- Vibration signal if you reach your daily goal (e.g. 8.000 steps).
- It is possible to configure the band that vibration informs that someone is calling.
- Mi Band ver. 2 or 3 will be more accurate.

Activating pillows:

- It is easy to do exercises with the pillows.
- It reminds you to do exercises.
- Needed wireless version (or wired version with longer and more flexible cable).
- Good for performing exercises for back and gives some relax.
- The connected application indicates how to do the exercises properly.
- Nice music and some graphic elements.

Change of the organization of performing physical exercises and continuation of physical exercises after the end of the project

- If is needed, a separate rooms for doing exercises should be organized (labelled rooms).
- Social facilities, such as showers and changing rooms should be organized/provided.
- Performing intensive physical exercise in the summer requires air-conditioned rooms.
- Exercises should be performed at fixed time slots, but not all participants agreed with this statement. Some participants have preferences for timing it according to their own work schedule.
- Physical exercises could be supported by special application for smartphones that will mix the set and the order of exercises. KOMAG developed a prototype version of it.
- The program should be continued (minimum three times a week), because six month of doing exercises is not enough to significantly improve condition and health. Consistency and lack of breaks are important to maintain good physical conditions.

- A formal KOMAG's management directive should be developed in order to encourage and motivate office workers to perform exercises (dismissal only on the basis of a medical opinion).
- Periodical change of the set of exercises should be done to keep it interesting and entertaining.
- Competitions should be organized.
- Some exercises could be made outside the building if the weather is good.
- Smoking room should be excluded of the main building.
- Additional information promoting the physical activity, e.g. near the elevator a sign informed *"Do not use the elevator, use the stairs"* or *"You can wait here but you can also take the stairs, it may be even faster"*. Other signs could be in the staircase, e.g. on the last floor *"well done"*.

Generally, participants did like the idea of the FitWork project. Some of them are enthusiastic about implementing exercises at KOMAG - especially that no additional/special equipment is necessary. At the beginning of the project, they sometimes laughed about seeing others doing exercises, however, after a few months they became enthusiastic about the idea. Some participants even started exercising themselves, which notably improved their physical condition. Others indicated they already walked large distances due to their function within KOMAG. According to the participants, implementing the FitWork project at KOMAG would largely depend on their managers, but concrete suggestions are not given. Participants tried actively to do as many exercises as possible and liked doing it together. Working longer each day to be able to take a long break would be a good idea for some participants. The level of exercises a person is able to do differs, so e.g. one participant who has a very good physical condition did it alone. There were also other participants who exercise mostly alone, because they think that they do these exercises more effectively then (e.g. when walking in groups, talking takes place, which makes walking slower). Some participants struggled to always do the exercises, since it was hard to combine them with their work, and meetings, and other projects they were working on. They found the indication of activity level of exercises a bit hard to interpret. Willing to continue depends on person - some participants were motivated because they like physical activities, others think it cost them too much extra time. They would like to receive more and accurate feedback, to see if the exercises really improve their condition. Additionally, some found it sort of embarrassing to do the exercises if they were they only person doing the exercises, e.g. in team they work with. They propose to have a separate room in which employees can do the exercises. In this way they also won't get disturbed during the exercises by other colleagues. Another suggestion is to set a specific time at which all employees will do the exercises at the same moment, or to implement the exercises in an app which randomizes the order of exercises.

Summary

3. INNEX

The positive things and aspects (positive and constructive feedback) to improve the training program identified on the basis of interview carried out in INNEX (Italy) are included in the table 2.

Table 2

TOPIC	OPINIONS (POSITIVE APPROACH)
<p>Opinions with regard to the experiences about the whole participation in the FitWork project (intervention groups)</p>	<p>FitWork project is a very good idea, however its implementation should take into account not only the nature of work, the risk of occurrence micro-injuries in the musculoskeletal system, but also the organization of work in a specific company. Other big advantage of the project is increasing the awareness of importance of physical activity among young people.</p>
<p>Performing physical exercises: strenthening exercises, stretching exercises and stairs circuits</p>	<ul style="list-style-type: none"> • Due to nature of Mediterranean climate, it is better to do exercises outside. • Walking in small groups (two – five people) is preferred.
<p>Experiences with the special monitoring equipment: activating pillows and Xiaomi Mi Bands</p>	<p>Xiaomi Mi Bands:</p> <ul style="list-style-type: none"> • Useful for counting the steps, measurement of quality of sleeping and heart rate information. • Increasing knowledge about the state of one’s health.
<p>Change of the organization of performing physical exercises and continuation of physical exercises after the end of the project</p>	<ul style="list-style-type: none"> • Greater emphasis should be placed on performing stretching exercises. • Performing exercises at fixed time slots (after work or during lunch time). • External instructor could be a good solution to organize and motivate people to do exercises. • Organizing classrooms for sport activities at the company.
<p>Summary</p>	<p>Due to spring season, sometimes it is better for participants to go for a long walk after work with a group of 3 or 4 people as a replacement for the exercises. That is also a condition for successful implementation of a FitWork program in the company.</p>



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