



# FitWork guideline on physical activity programmes at work

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28<sup>th</sup> June 2018



Co-funded by the  
Erasmus+ Programme  
of the European Union

# Development of the Guideline



# Targets for the guide

- Health and safety professionals
- HR professionals
- Owner managers
- Occupational medicine professionals
- Others

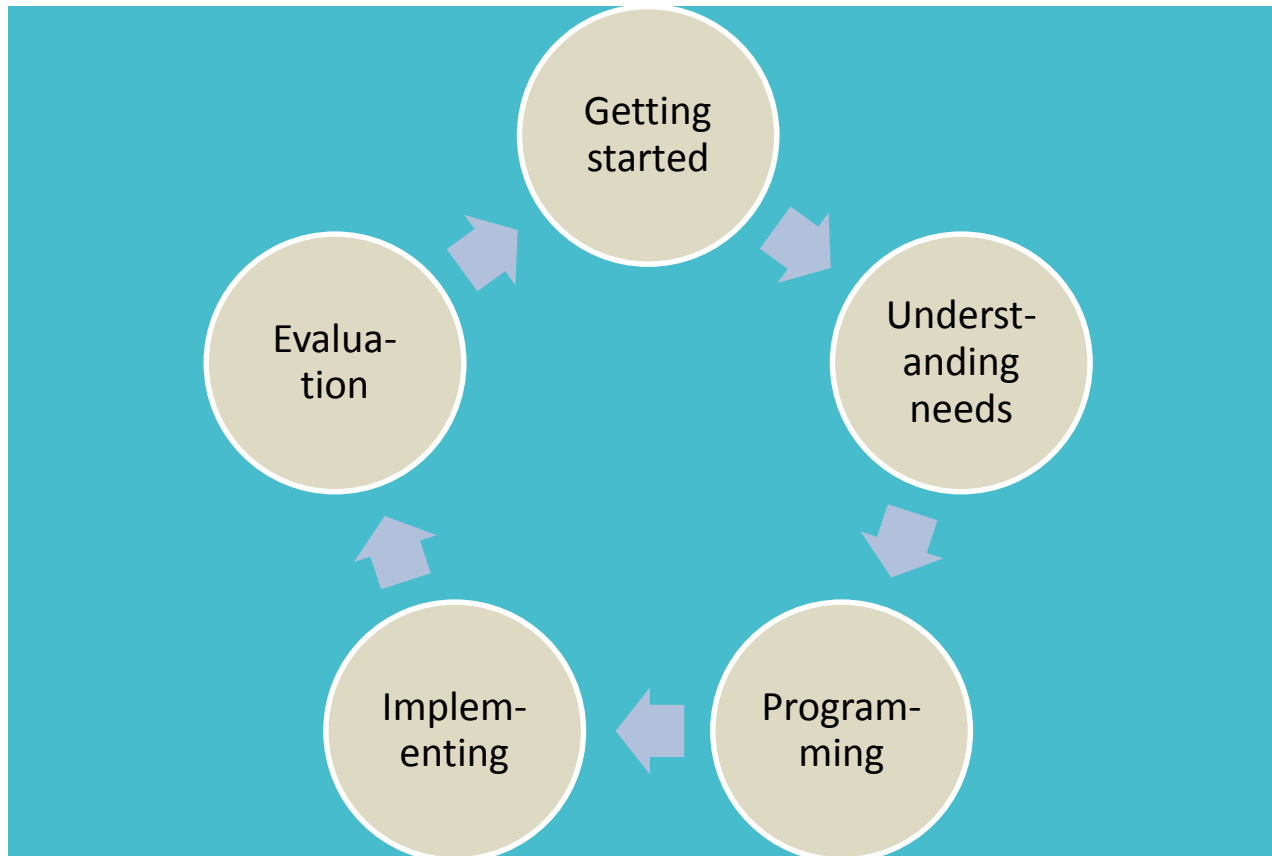
# Principles of approach

- Support from all levels of the organisation
- Voluntary participation
- Anonymity and confidentiality
- Needs based programming
- Continuous improvement
- Communications and feedback
- Creating a health culture in the company

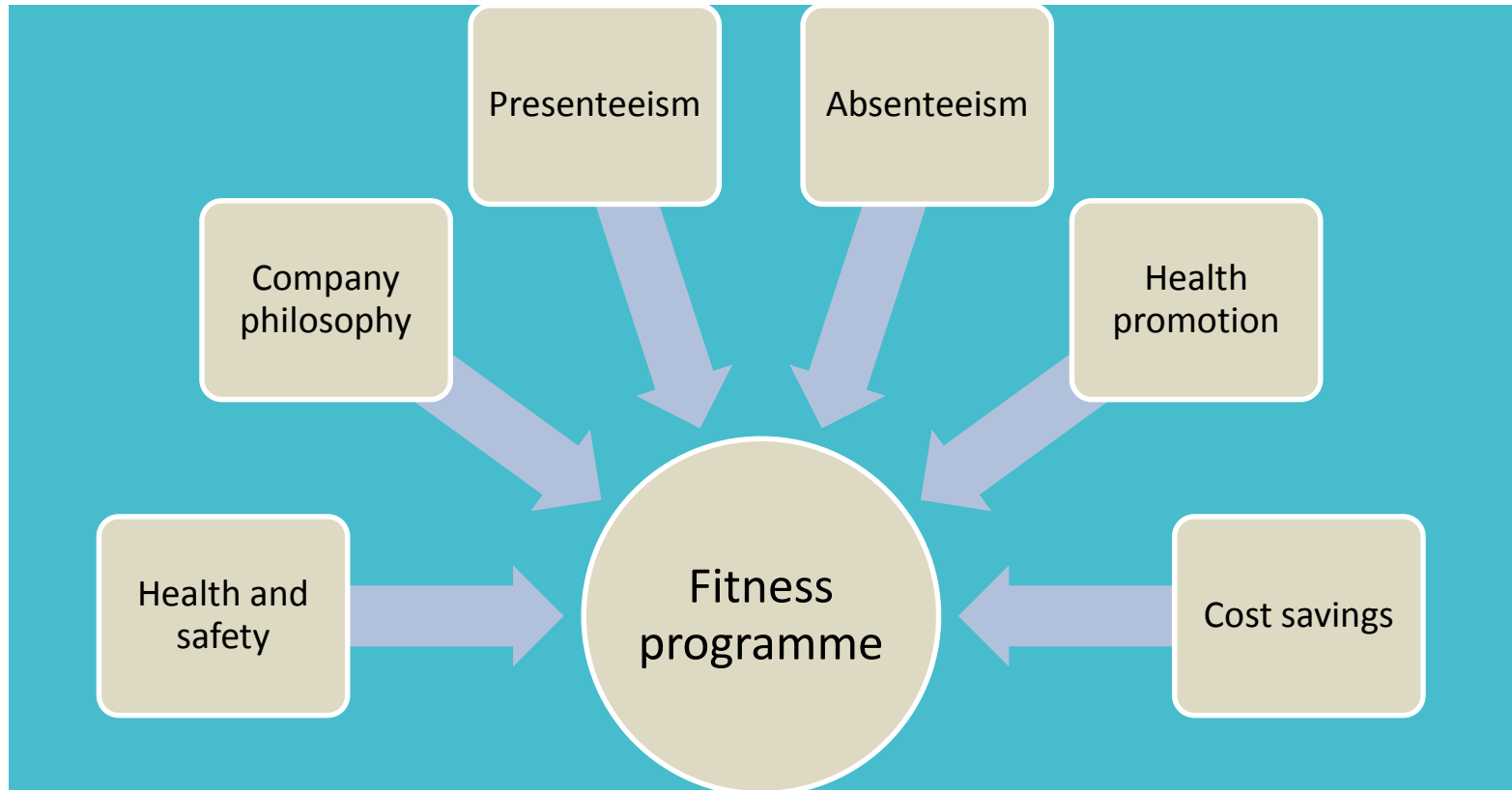
# Scope of the Guide

- Programmes designed to target workplace caused MSDs
- More general exercise programmes
- The organisational issues involved in implementation
- Large and small enterprises

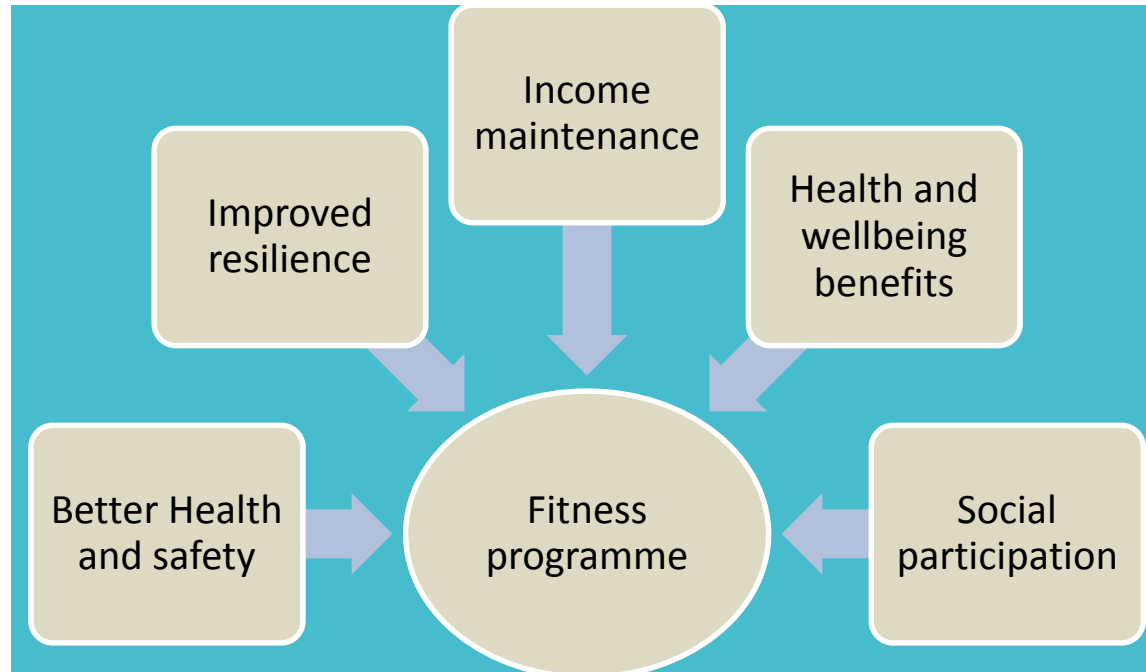
# Structure of the guide



# Reasons for undertaking workplace exercise programmes: employers



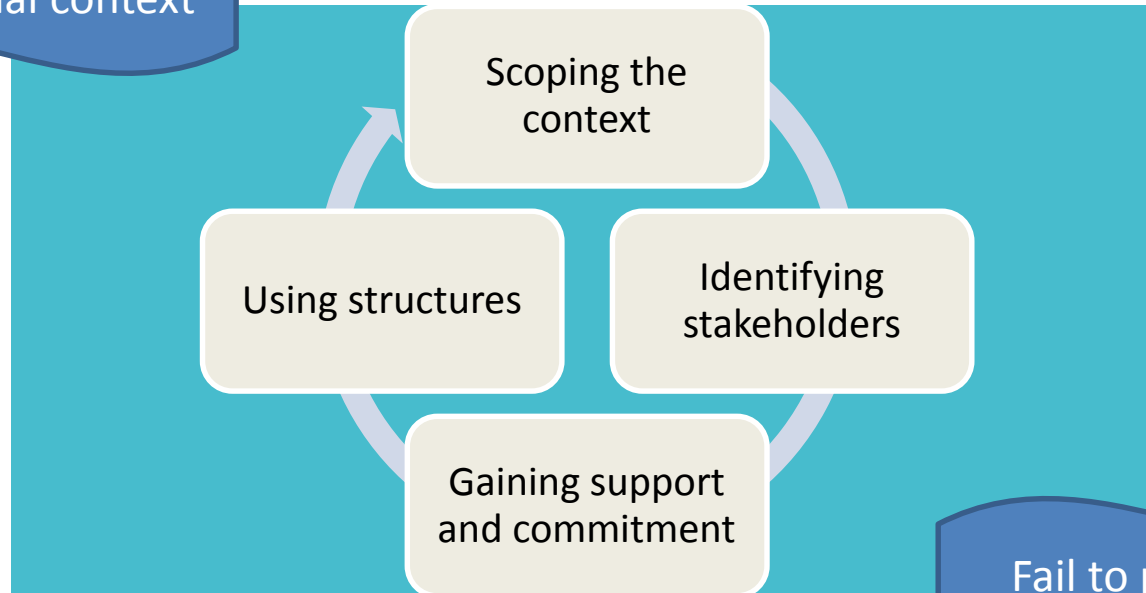
# Reasons for undertaking exercise programmes: employees





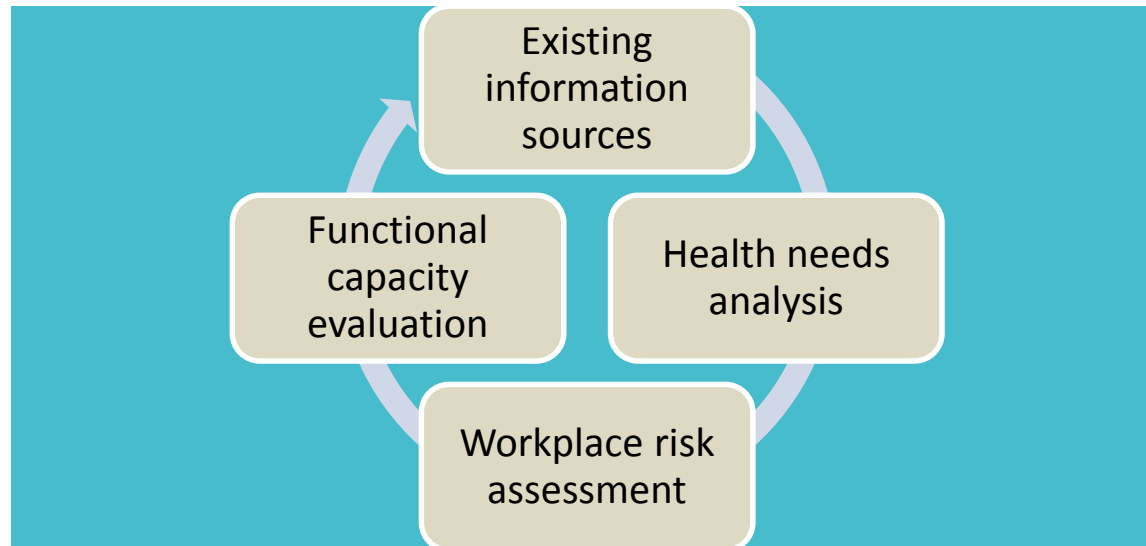
# Getting started activities

Learn from the organisational context



Fail to prepare and prepare to fail

# Understanding needs activities



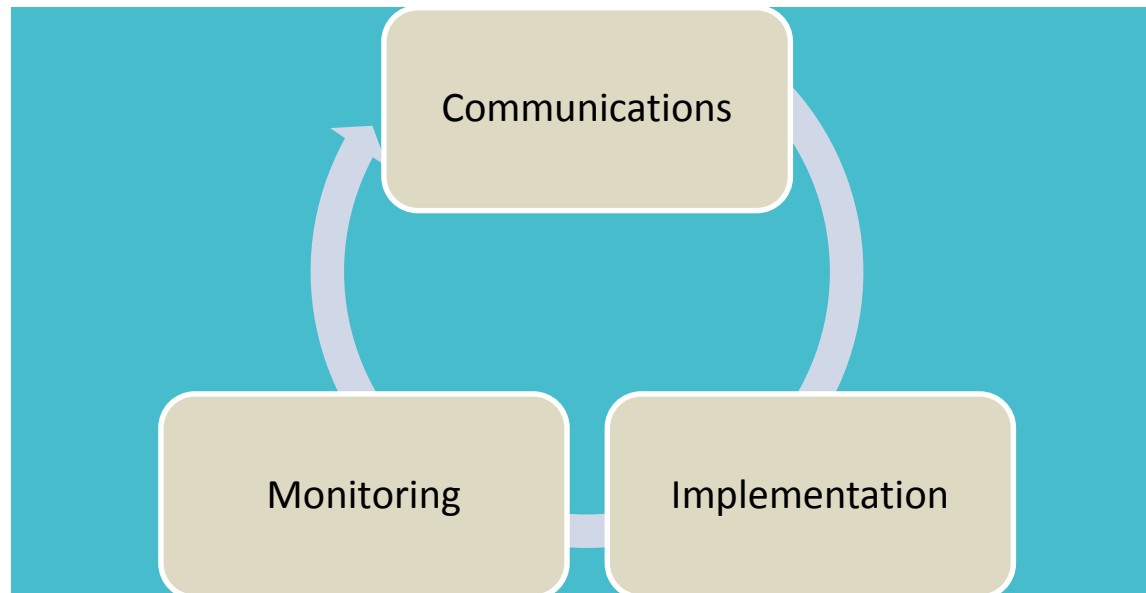
All needs must be met for the programme to have credibility

# Programming activities

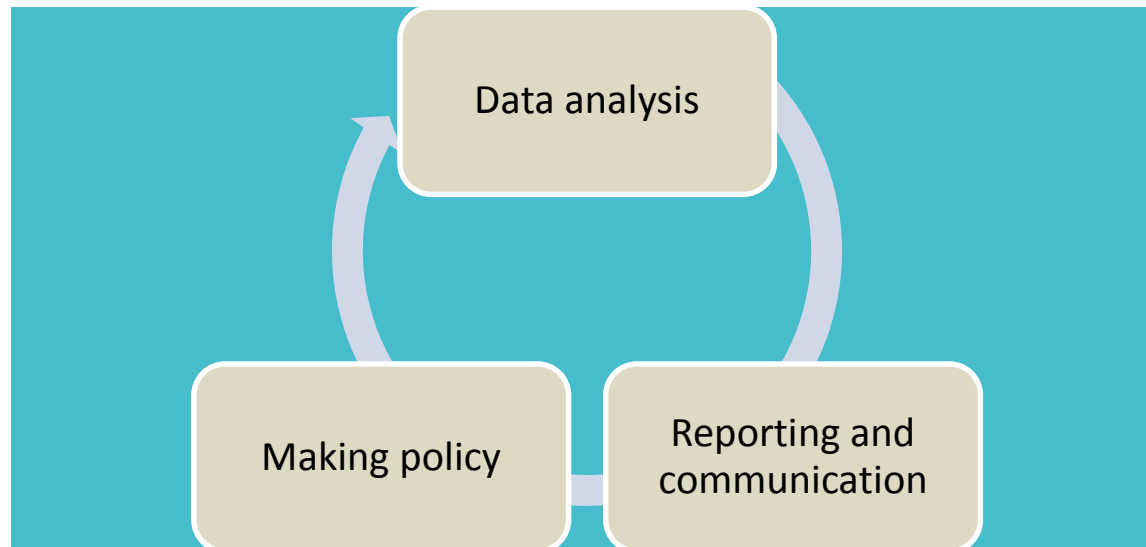


*Address significant issues include such as gender, shift working, language, mobile workers, older workers and initial state of fitness*

# Implementation activities



# Evaluation activities



*Early communication maintains momentum*

# Some conclusions

- Prepare properly – time spent in setting up the process will be repaid
- Involve all stakeholders in design
- Involve opinion formers
- Use other programmes and structures as support
- Evaluate for clear reasons – impacts, longer term outcomes, programme improvement and consolidation
- Learn from/build on previous workplace health promotion activities
- Differentiate the programme for different target groups



Consortium:



UNIVERSIDADE DE COIMBRA



Co-funded by the  
Erasmus+ Programme  
of the European Union

**Project Number:** 2016-3600/001-001  
**Project Title:** Good practices to develop  
physical activities programs at work

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