



Promoting Healthy Employees: The MUHC Wellness Challenge Program

A CIHR (Canadian Institutes for Health Research)
funded research project

Partnership between the MUHC and the McGill CHIP

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Outline

➡ **The McGill University Health Centre
MUHC**

➡ **The MUHC Wellness Challenge**

➡ **Results**

➡ **What is next?**





McGill University Health Centre



- ❑ A major University Healthcare Centre composed of 6 hospitals with more than 700,000 ambulatory visits per year, 145,782 ED visits and over 37,000 admissions
- ❑ A first-class team composed of 14,000 employees, 3000 nurses, and 1,300 physicians & dentists.
- ❑ A research powerhouse with over 600 researchers and more than 1,000 graduates, post-docs & fellows. Research Funds: \$131,095M



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MUHC Wellness Challenge

➤ MUHC Wellness Challenge : What is it?



A comprehensive workplace health promotion strategy designed to:

- Optimize employees' health and well-being at work by promoting physical activity and nutrition through a pedometer challenge

- Pedometer programs are associated with significant increases in physical activity and significant decreases in BMI and blood pressure (systematic review, Bravata et al. 2007 AMA)



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MUHC Wellness Challenge

➤ MUHC Wellness Challenge : Description (the steps)

Communication & Marketing (May – June – July 2011)

Promoting the Challenge and raising awareness and participation:

Town halls, kiosque information, emails, handouts, posters, presentations at team and organizational meetings, and involvement of senior management unions, boards, organization stakeholders, etc.

Pre-intervention Questionnaire(september 2011)

A questionnaire comprised of 9 scales (General health Status, Weight, Food Habits, Physical Activity, Tobacco use, the Workplace (psychosocial environment), Stress, Fatigue, Insomnia, demographics) is sent to participants (to be completed and send back) prior to the screening process involving a cardiometabolic risk assessment appointment.



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MUHC Wellness Challenge

➤ MUHC Wellness Challenge : Description (the steps)

☐ Pre-Screening & Lectures (September 2011)

a) Blood test (checking your cholesterol and glucose levels) (August – September 2011)

Participants who wish to have their cholesterol and glucose checked will be given a requisition for a blood test (total cholesterol, HDL, LDL, and fasting glucose)

**** % requisitions Blood test = 83%: excellent** (cf. evidence based research)

Motivation to participate = very high



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b) Cardiovascular Disease (CVD) and Diabetes Risk Factors Screening (September 2011)

A one-day screening clinic at the 7 MUHC sites

Measurement and interpretation of Cardiovascular Disease (CVD) and
Diabetes Risk Factors.



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- ✓ **Blood Pressure**
- ✓ **Cigarette smoking status**
- ✓ **Height / Weight / Waist Circumference**
- ✓ **Body Mass Index, Ideal Body Weight**
- ✓ **Current physical activity**
- ✓ **Current stress level**
- ✓ **Current sleep status**
- ✓ **Current fatigue**
- ✓ **Total Cholesterol, HDL, LDL, and fasting glucose**





c) Lectures (September 2011)



1 hour lecture (lunch) explaining the benefits of using pedometers to increase physical activity and lose weight:

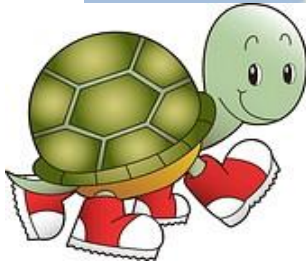
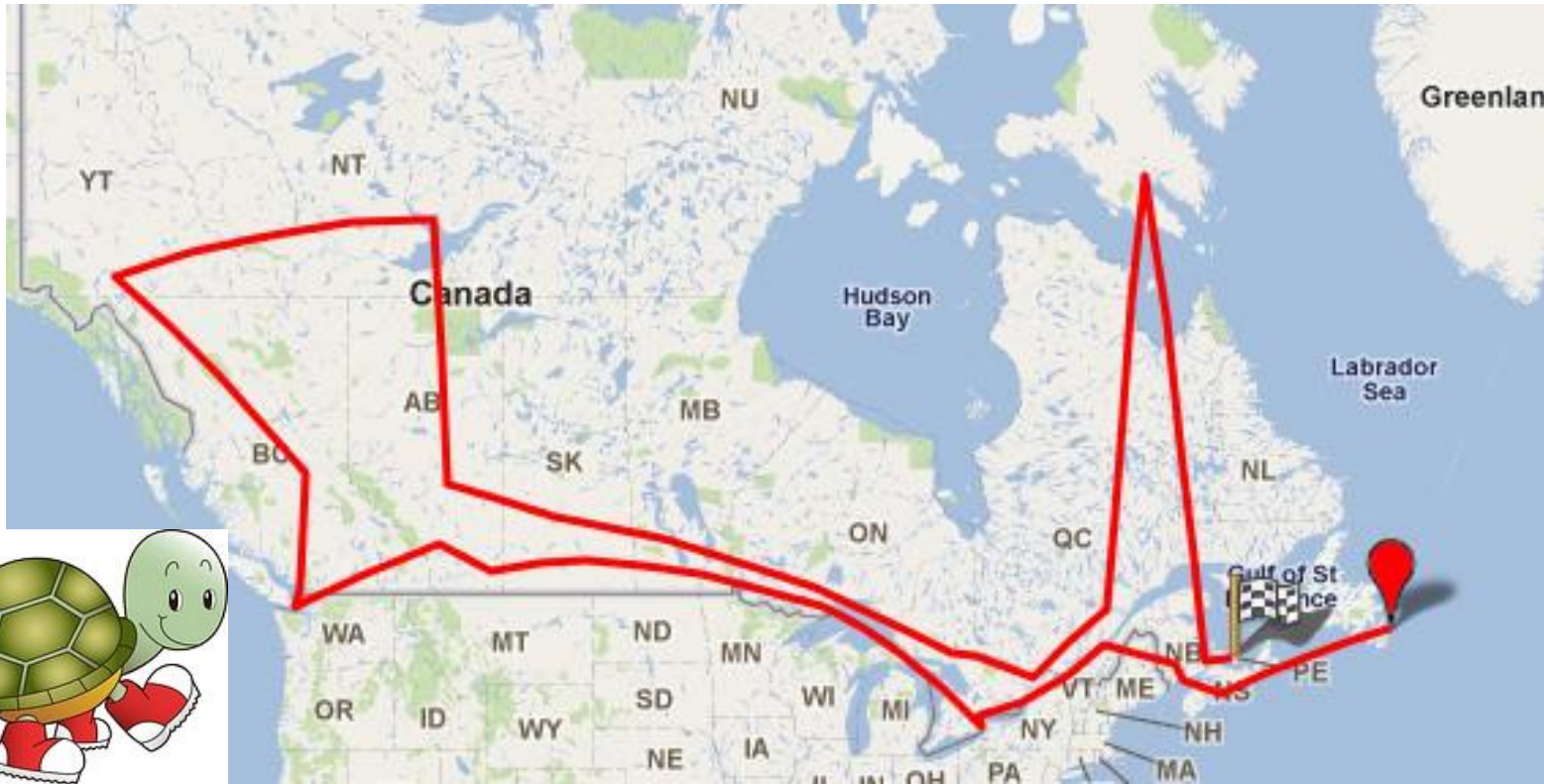
- How do I wear my pedometer?
- How many steps or 'steps equivalents' do I need?
- How do I get started (wearing a pedometer during 8 weeks)
- How can I increase my steps, etc.





The Challenge Route

From St. Johns Newfoundland to Victoria BC and them back to Charlottetown, PEI via all the provinces and territories for a total of 22,131,279 steps (16,868 km).



7 teams from the MUHC will be racing each other. Who will get there first? Will it be the Chest, the Neuro, the MGH, the RVH, the Children's, 2155 Guy, or Lachine hospital.



b) Cardiovascular Disease (CVD) and Diabetes Risk Factors Evaluation after 8 weeks (post-screening) (November 2011)

Questionnaire (T1)

A one-day screening clinic at the 7 MUHC sites

Measurement and interpretation of Cardiovascular Disease (CVD) and Diabetes Risk Factors.



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MUHC Wellness Challenge : Results

N = 310 <i>(377 invited)</i>		Before	After 8 weeks
Behavioural	Physical Activity (IPAQ) Moderate & Walk (n days)	1.70 & 5.42	2.28 & 5.83* 
	Steps/day		12427.96
	Fruits & Vegetables (Consumption) Meet the CFG	26%	44%* 

p<0.05, **p<0.01, *p<0.001*





MUHC Wellness Challenge : Results

N = 310 <i>(377 invited)</i>		Before	After 8 weeks
Anthropometric	Weight	73.69 kg	72.01kg** ↓
	BMI	27.09	26.65** ↓
Biomedical	Blood Pressure	116.02/76.64	114.62/75.81 ↓ ***
Psychological	Stress (high) <i>Perceived Stress Scale-10 Questionnaire</i>	51%	42%*** ↓
	Fatigue (high) <i>Multidimensional Fatigue Inventory</i>	24.6%	14.3%*** ↓
	Sleep (poor) <i>Inomnia Severity Questionnaire</i>	12%	6% *** ↓
	Health General Status (Perceived)	2.57	2.36** ↑

*p<0.05, **p<0.01, ***p<0.001



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MUHC Wellness Challenge: Results

N = 310 (377 invités)		Before	After 8 weeks
Healthy Workplace	Quality worklife (perception) <i>Pulse, Accreditation Canada</i>	3.63	3.60



➤ Overall Comments

- ✓ - I appreciated the initiative taken by MUHC to promote the health of their employees. My health has always been part of my core values and I am encouraged that the MUHC has this value too.
- ✓ - Physical activity encouraged a positive outlook and sense that the MUHC cares about the well-being of its employees.





MUHC Wellness Challenge: Next Steps

- Data collection in May-June 2012 (Questionnaire T2 + individual interview)**

- Knowledge Transfer Sessions**

- **Healthy weight**
How do I achieve a healthy weight, lose weight or maintain my weight ?
- **Physical activity**
What is appropriate physical activity for me? How much do I need to do & what is the proper technique?
- **Healthy eating**
How can I improve my eating habits? what are some tips to help me improve my overall nutrition and wellness?
- **Sleep**
How can I improve my sleep hygiene for a better night's sleep?
- **Stress**
How do I manage stress and everyday responsibilities in the healthiest way possible?

- MUHC 7 Summits Stair Climbing Challenge (MUHC – HPH Team)**

- ✓ thank you
- ✓ Melanie.lavoie-tremblay@mcgill.ca

