

BeUpstanding!

Supporting workplaces to stand up, sit less and move more
through a train-the-champion approach

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www.beupstanding.com.au

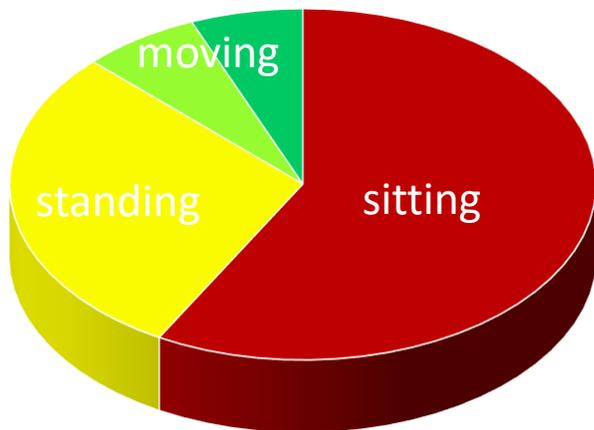
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BeUpstanding™

Why sit less and move more?

56%

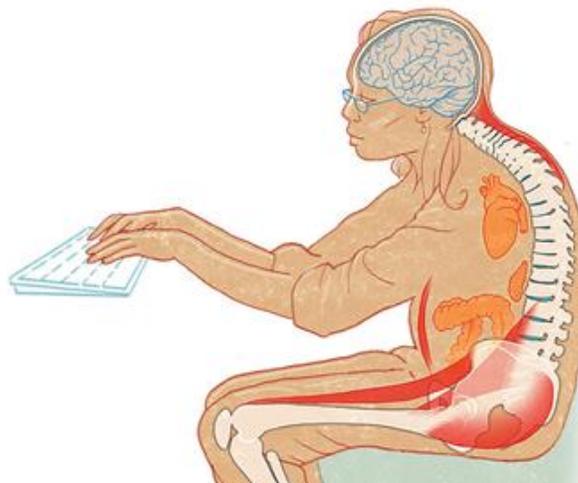
We spend most of our day sitting



Source: Healy *et al.* 2015 *Eur Heart J*

↑
Risk

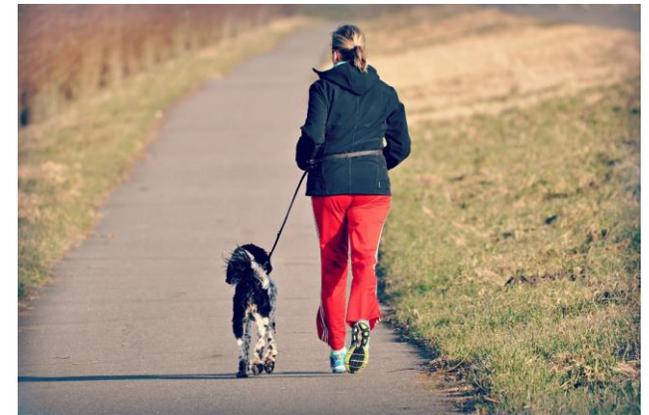
There are immediate & chronic impacts



Source: Katzartzyk *et al.* 2019 *MSSE*

>1hr

Exercise a day needed if you sit 8+ hours



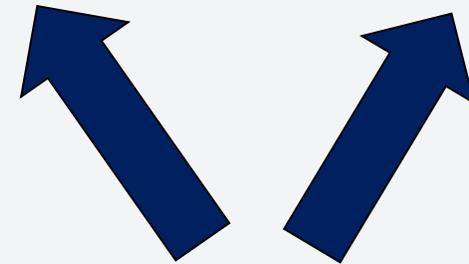
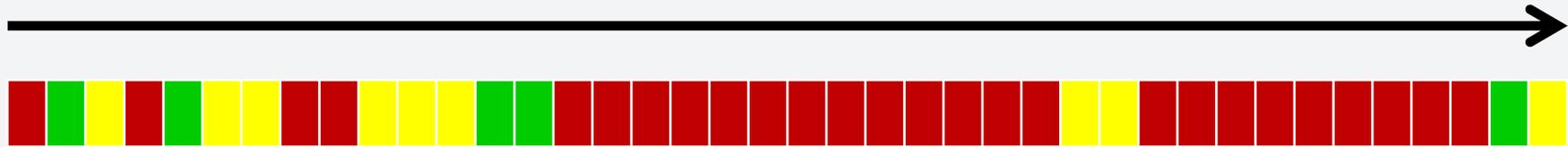
Source: Ekelund *et al.* 2016 *Lancet*

Some sitting is of course ok

The “Breaks Hypothesis”



Time of day



Long periods without getting up potentially particularly detrimental

Source: Healy et al., Diabetes Care 2008; Healy et al., EJM 2011; Dunstan et al., Diabetes Care 2012

The solutions are simple

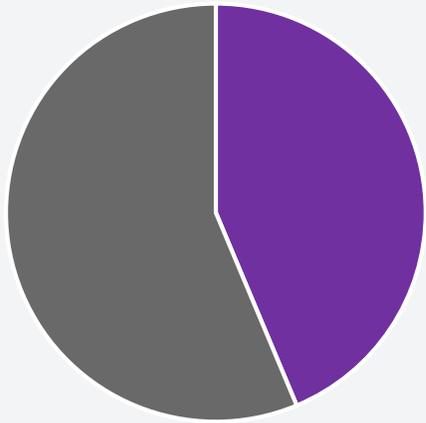
AUSTRALIA: THE HEALTHIEST COUNTRY BY 2020



“Workplaces provide an ideal opportunity to reduce sedentary behaviour in the population....
[and] are best placed to provide the supportive cultures often needed to sustain lifestyle change



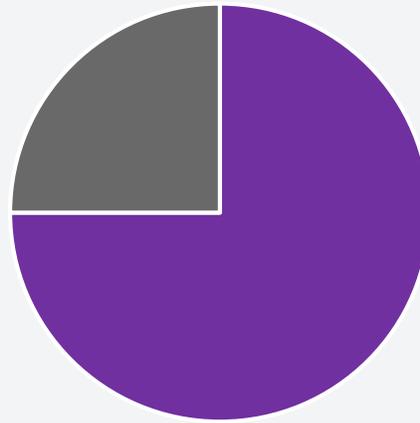
The case for addressing prolonged sitting in the workplace



44%

of Australian adults described their day at work as **mostly sitting**

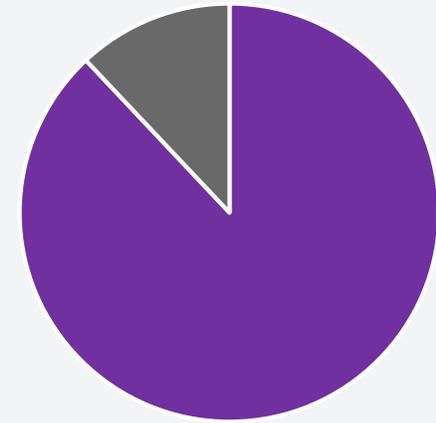
Australian Bureau of Statistics, 2018



75%

of the workday is spent sitting on average

Stand Up Australia, 2013-2016



88%

of workers want to sit less at work

BeUpstanding, 2019

The hazard of too much sitting

Contemporary offices may be failing to provide a safe system of work

Sedentary work acknowledged as an emergent work health & safety risk

Sitting cited as work hazard

DANIEL EMERSON The West Australian
August 4, 2014, 4:50 am

Share    



Australian employers could be breaching workplace health and safety laws by requiring "excessive sitting" by workers, according to Perth-led research in the Medical Journal of Australia.

In a paper to be released today, researchers under Curtin University physiotherapy professor Leon Straker warn 75 per cent of office workdays were spent sitting, including multiple unbroken stints

Australian employers could be breaching workplace health and safety laws by requiring "excessive sitting" by workers, according to Perth-led research in the Medical Journal of Australia.

of at least 30 minutes.

Source: Straker et al., (2014). MJA, 2014

2014

SEDENTARY WORK EVIDENCE ON AN EMERGENT WORK HEALTH AND SAFETY ISSUE



Report

18 March 2016

Prepared by:

Professor Leon Straker,
Doctor Pieter Coenen,
Curtin University, Perth, Australia

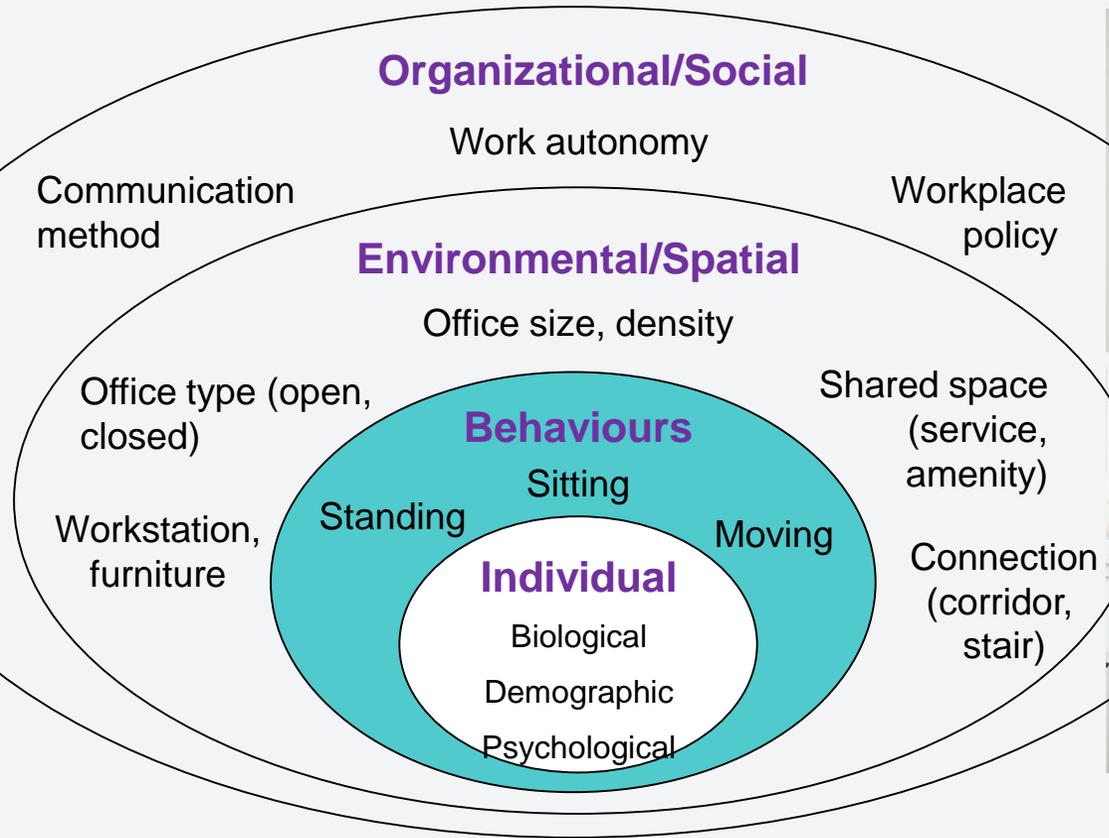
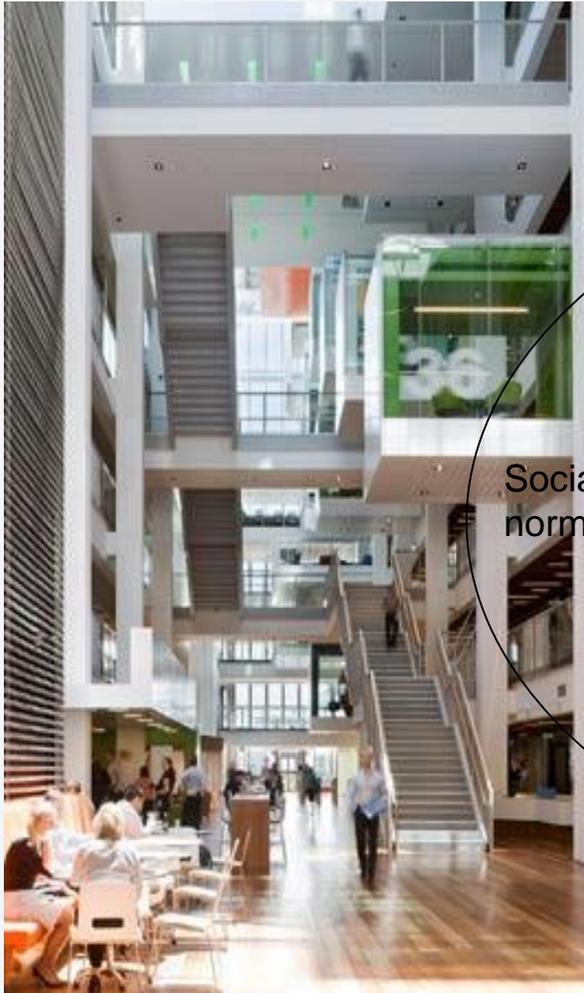
Professor David Dunstan,
Baker IDI, Melbourne, Australia

Doctor Nicholas Gilson, Doctor Genevieve Healy
The University of Queensland, Brisbane, Australia



2016

Multiple influences on workplace sitting



Source: Sugiyama, T et al. (2018) *Environ Behav.*

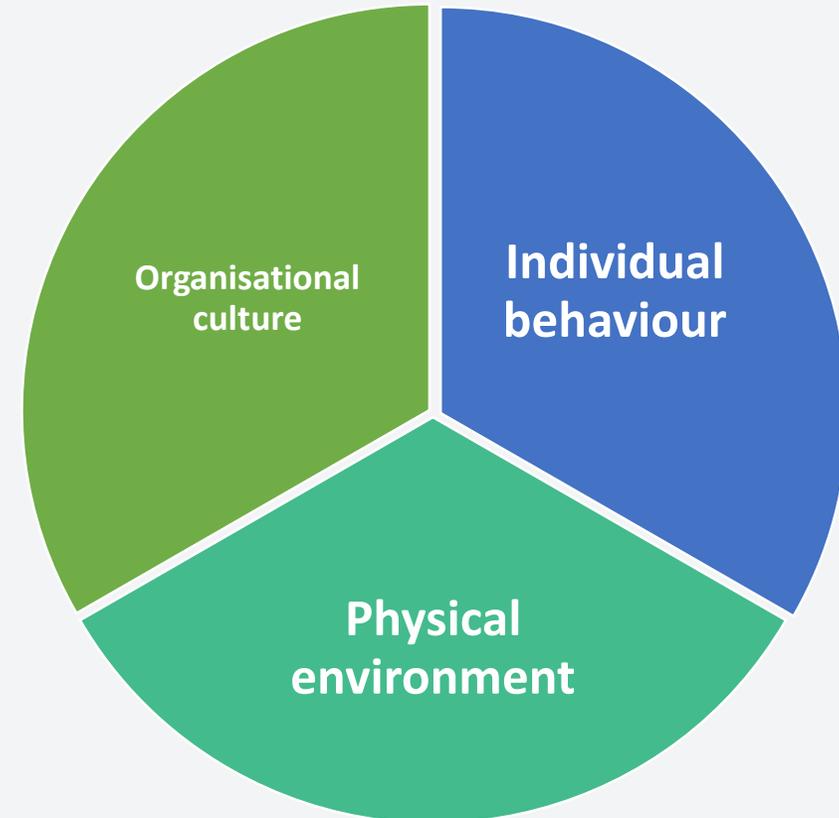
Stand Up Australia



Program of research investigating the benefits of reducing prolonged sitting time in the workplace



THE UNIVERSITY OF QUEENSLAND



A National collaboration between the
University of Queensland
Baker Heart & Diabetes Institute
University of Melbourne, Deakin University
Government & Non-Government
Partner Organizations

Stand Up, Sit Less, Move More

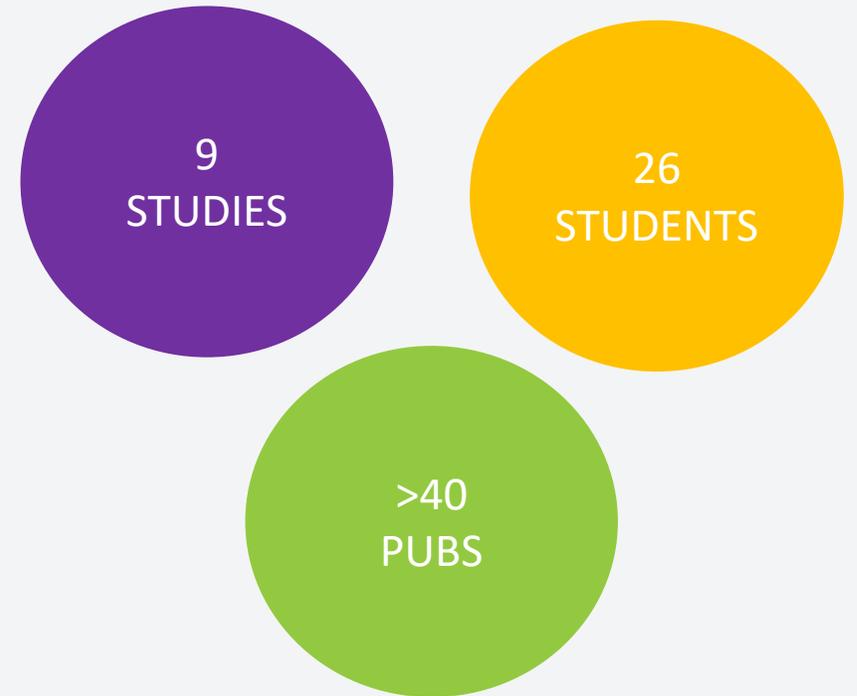
Key findings

The interventions are...

- ✓ Acceptable to employees & organisations

Result in...

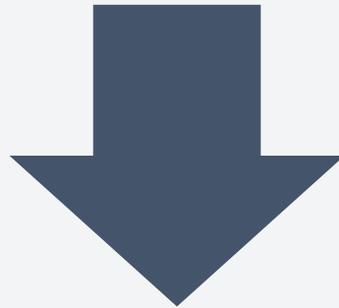
- ↓ Reductions in prolonged sitting
- 👤 Benefits to indicators of heart health
- ⚙️ No detrimental impact on productivity



Physical environment key for sustainable change, but needs to be underpinned by **relevant policies, raising awareness, & building a supportive culture**

Critical factors for success

- ✓ Senior management on board
- ✓ An engaged workplace champion(s)



BeUpstanding™

Helping Australian workers sit less and move more
for better health and wellbeing



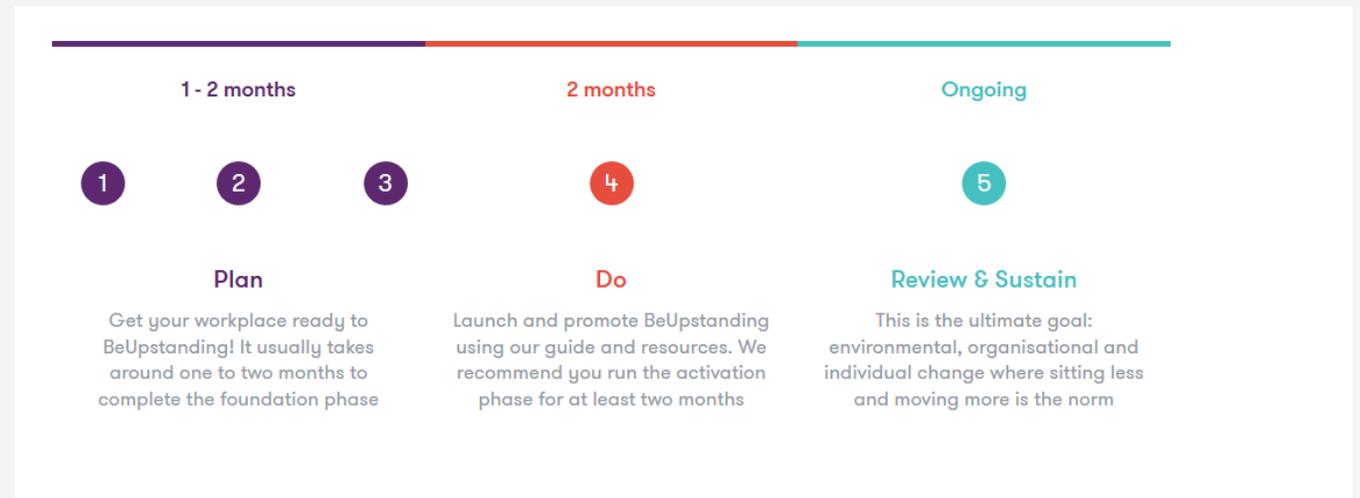
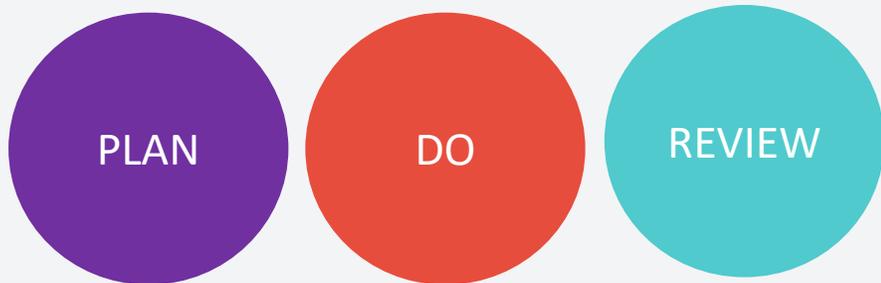
The BeUpstanding™ Program

Free online toolkit for champions

- ✓ Train the champion model
- ✓ Easy, intuitive step-by-step evidence-informed 8-week program
- ✓ Engaging and professionally developed resources, tools and materials



3 familiar phases



How the BeUpstanding program helps

We can't be everything to everyone!



Increases awareness

Helps spread the message about the benefits of sitting less



Builds culture

Helps build a supportive culture where sitting less and moving more is the norm



Creates change

We guide you, but YOU and your work team decide what changes will work best

A workplace champion is key

- ✓ **Need a workplace champion**
 - Responsible for running the program
- ✓ **Need a work team**
 - 1 champion per max 100 staff
- ✓ **Need support from leadership**

About building a culture where all the team are involved



Who can be a champion?

Anyone who can talk to staff and management

Has around 30 mins to 1hr per week for around 3 months

Example resources - Plan



PLAN

Step 1: Getting support from management

- Make a case for BeUpstanding
- Formalise management's commitment in writing
- Lunch & learn seminar to get management on board
- Hire a BeUpstanding expert coach

Step 2: Needs assessment

- Conduct a workplace audit
- Conduct a staff survey
- Expert analysis and data-driven feedback
- Activity monitor hire and feedback

Step 3: Preparing for the program

- Create and maintain a support network
- Hold a wellbeing committee workshop
- CRITICAL POINT** Hold a staff consultation workshop
- Promote BeUpstanding strategies

What you'll need to conduct the staff information workshop


 Staff Workshop Email Templates


 BeUpstanding Staff Video

The case for sitting less & moving more

Quick facts for champions to keep you in the know

The facts about too much sitting

The research is clear—long periods of sitting have serious health consequences for workers.

Adapted from Comore "The Business Case for Reducing Sedentary Work Practices"

- ★ Most of our sitting time occurs at work. On average, 75% of the office workday is spent sitting.
- ★ Workers who have been in sedentary roles for more than 10 years have double the risk of colon cancer.
- ★ When we sit, our large postural muscles aren't working very hard and blood flow and metabolism begin to slow. This means less oxygen to our brains which can lead to feeling less focussed and more tired.
- ★ Even if you exercise regularly, but you spend the majority of the rest of your day sitting, you can still be at risk of the health consequences of too much sitting.
- ★ High levels of sitting increases the risk of chronic disease including diabetes, heart disease, musculoskeletal disorders, depression and even premature death.
- ★ People who sit for more than 11 hours a day have a 40% increased risk of death in the next 3 years compared with people who sit for less than 4 hours.



Example resources - Do



DO

Step 4: Putting it into practice

✔ Set an action plan and launch

Promote BeUpstanding with posters and health information

Promote BeUpstanding with email reminders to staff

Encourage change champions and celebrate success!

Week 2

Feeling froggy?

Jump up and start feeling more focussed and less tired.

Did you know? Our blood flow and metabolism slow down when we sit for a long time. This means less oxygen is supplied to our brain and we can feel fatigued and sluggish.

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Week 6

Show your body who's boss.

Stay in control of how long you sit and stand for throughout the day.

Did you know? Long, continuous periods of sitting, of more than 30 minutes, can be harmful. Taking short, regular breaks from sitting can be beneficial for your health.

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Take action!

In a funk? Bust a move.

Shake off the 3 o'clock slump!
Feeling slow, stiff, or sluggish? Time to stand up, move and feel good.

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Example resources - Review



Step 5: Evaluation



Follow-up staff survey



Final survey and team performance report



Where to from here

Link to survey to send staff

<https://portal.BeUpstanding.com.au/S/07a2740d-f8ab-4a04-95e7-612006c6673f>

Staff in team

10

Surveys Completed

3

Your current participation rate is good

If the number of staff on your team is incorrect, please edit this on your [champion details page](#).

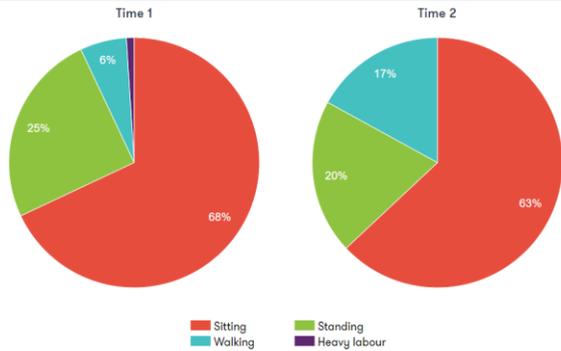
What participation rate should you aim for?

Good: If 3 or more staff respond to the staff survey

Great: If 7 or more staff responds to the staff survey

Amazing: If all 10 staff respond to the staff survey

Staff Follow-up Survey Report



TIP: Has there been a change from Time 1 to Time 2? Keep in mind different people may have completed the surveys across time points so this is just an indication of how effective BeUpstanding has been on supporting your work team to stand up, sit less and move more.





Data driven feedback for champions & teams that is informing policy & practice

Custom Workplace Audit Report



Tool to help assess current workplace environment, culture and related policies & identify available resources and facilities and possible changes to support staff to BeUpstanding

Your BeUpstanding Workplace Audit Report

Team name: [Girl Wonder]
Date completed: [15 April 2019]

BeUpstanding™

Congratulations on completing the workplace audit!

You have now identified activities, resources and facilities in your workplace that support or have the potential to support the health and wellbeing of employees. Your scores in each of the areas are summarised below, and we have also provided you with a full list of your responses. You can use this information to help inform your Action Plan (Task 4.1). Please remember, not all questions may have been relevant to your workplace.



Summary of responses to the BeUpstanding Workplace Audit

	YES	NO	N/A	Missing
Physical environment (14 questions)	9	4	1	0
Cultural/Policy environment (14 questions)	8	4	2	0
Healthy People (11 questions)	4	4	1	2



Generates bespoke report to help with Action Plan



Takes less than 10 minutes for champion to complete

Staff Survey and Portal



- ✓ Work team gets **real-time data** on current activity, preferred activity levels, barriers to sitting less & current stand up, sit less move more strategies
- ✓ Anonymous, confidential, ethical data collection (~15 mins)

Staff Survey Portal

Please include the following link in the email to send to staff to complete the staff survey. BeUpstanding recommends cutting and pasting the link. You can preview the questions [here](#).

Link to survey to send staff

<https://BeUpstanding.azurewebsites.net//SurveyBatch/fdf36416-f9f3-4b84-8ce9-02375aa5e4c8>

Surveys Activated
6

Surveys Completed
4

[Staff Survey Report](#)

Staff Survey Report

This report provides a summary of the answers staff gave to the BeUpstanding Staff Survey at Time 1 in relation to their current levels of sitting and activity at work, and how they would prefer to distribute their sitting and activity at work, given a choice. If you would like the complete report summarising all questions asked in the Survey, please contact us at hlo@uq.edu.au.

Current sitting and activity at work

Chart A summarises staff responses to the following question: "How would you describe your typical work day in the last 7 days? This involves only your work hours, and does not include travel to and from work (i.e. commuting), or what you did in your leisure time". You can see that staff reported, on average, spending 70% of their time sitting at work. A total of 2 staff completed this question.

CHART A: Average percent of time staff report spending sitting, standing, walking and in heavy labour or physically demanding tasks during work hours

Activity	Percentage
Sitting	70%
Standing	18%
Walking	10%
Heavy labour	2%

Preferred sitting and activity at work

Chart B summarises staff responses to the following question: "If you were given a choice at work, what percentage of the time would you spend sitting, standing and moving?". If given the choice, staff reported, on average, wanting to spend: 50% of their time sitting, 25% standing and 25% moving. A total of 2 staff completed this question.

CHART B: Average percentage of time staff would prefer to spend sitting, standing and moving at work

Activity	Percentage
Sitting	50%
Standing	25%
Moving	25%

TIP: Consider the difference between the amount of time staff report sitting, standing and moving compared to the amount of time they would like to. If staff want to stand up, sit less, and move more than they currently do, it shows that they want to BeUpstanding!

Custom Team Performance Report

REVIEW

Utilises data from all surveys to generate a comprehensive report
Bespoke data visualisation and reporting in real-time for **free!**

Your BeUpstanding Performance Report

BeUpstanding is a workplace program designed to support work teams to stand up, sit less and move more for their health and wellbeing. Workplace champions are guided step-by-step through the program via an online toolkit. This report provides a summary of the program activities undertaken by the champion, the impact of the program, and the costs of running the program. This information is intended to acknowledge the work done by the champion and inform decisions regarding sustainability and action planning.

Prepared for: [Girl Wonder]
On: [15 April 2019]



Let's be upstanding!

BeUpstanding™

Impact of BeUpstanding

Program Performance Report
Created for [Girl Wonder] on [15 April 2019]

BeUpstanding™

27 minutes/day difference in sitting time at work

Pie chart to be inserted

Fig 2.1 Sitting Time

Category	Sitting	Standing	Walking	Heavy Labour
Culture in the team around sitting, standing and moving	25%	75%		
Staff knowledge of the benefits of sitting less	17%	83%		
Staff attitudes towards sitting, standing and moving	37%	67%		
Staff awareness of their sitting behaviour	35%	65%		
Staff activity outside of work	40%	60%		

Fig 2.2 Impact of BeUpstanding on...

Category	Negative Impact	Not/Minimal Impact	Positive Impact
Culture in the team around sitting, standing and moving	25%	75%	
Staff knowledge of the benefits of sitting less	17%	83%	
Staff attitudes towards sitting, standing and moving	37%	67%	
Staff awareness of their sitting behaviour	35%	65%	
Staff activity outside of work	40%	60%	

Fig 2.3 Work and Health Factors

89% of staff enjoyed participating in BeUpstanding

In the last week of work I felt...

Feeling	Time 1	Time 2
Energetic	20%	60%
Alert	20%	60%
Stressed	20%	20%
Engaged	20%	80%
Productive	20%	80%
Creative	20%	80%
Part of the team	20%	80%

W. that felt this quite a bit or extremely

% of prolonged, risky sitting (30 mins or more)

Time 1: 72%

Time 2: 65%

3

Champion recognition of their unique journey

THIS IS TO CERTIFY THAT
[Champion Name]
WAS OUTSTANDING!

As part of the BeUpstanding program, [Champion Name]...

- ✓ Evaluated the impact of the program on their work team
- ✓ Made a case to management to run the BeUpstanding program
- ✓ Formalised management's commitment in writing
- ✓ Did a review and audit of current workplace policies and practices
- ✓ Did a needs assessment of sitting and activity behaviour of staff before the program
- ✓ Created a support network to help run the BeUpstanding program
- ✓ Held a wellbeing committee workshop
- ✓ Gained input from staff on team strategies to BeUpstanding
- ✓ Set an Action Plan to BeUpstanding
- ✓ Held a launch of the BeUpstanding program
- ✓ Used posters to promote the BeUpstanding program
- ✓ Sent emails to staff promoting the BeUpstanding messages
- ✓ Tailored the BeUpstanding posters and/or emails for the team
- ✓ Held event(s) to promote BeUpstanding
- ✓ Evaluated the impact of the BeUpstanding program for staff

2019 | BeUpstanding Champions play an integral role in making improvements to their teammates' health, wellbeing, productivity and enjoyment at work.

BeUpstanding™

Based on what the champion actually did as part of BeUpstanding

Early findings show BeUpstanding works

236 work teams signed up

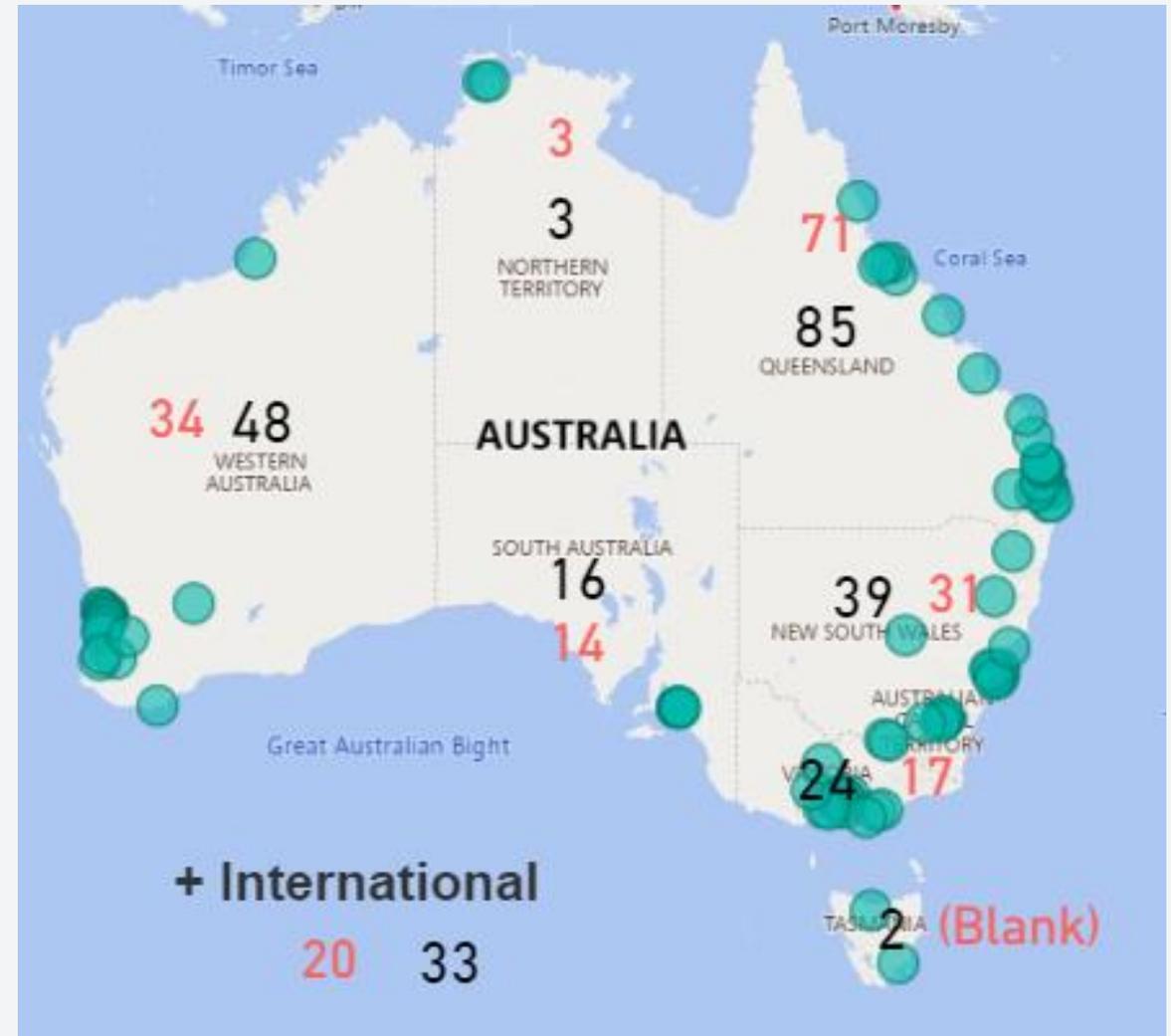
- ✓ 260 champions, 8114 staff exposed
- ✓ Broad mix of industries

Sitting time at work reduced

- ✓ Average 9.8% reduction (~47 minutes per 8 hour workday)

Health & wellbeing improvements

- ✓ Fewer / less severe musculoskeletal symptoms
- ✓ Higher levels of physical health, mental health and energy



Impact of BeUpstanding on...

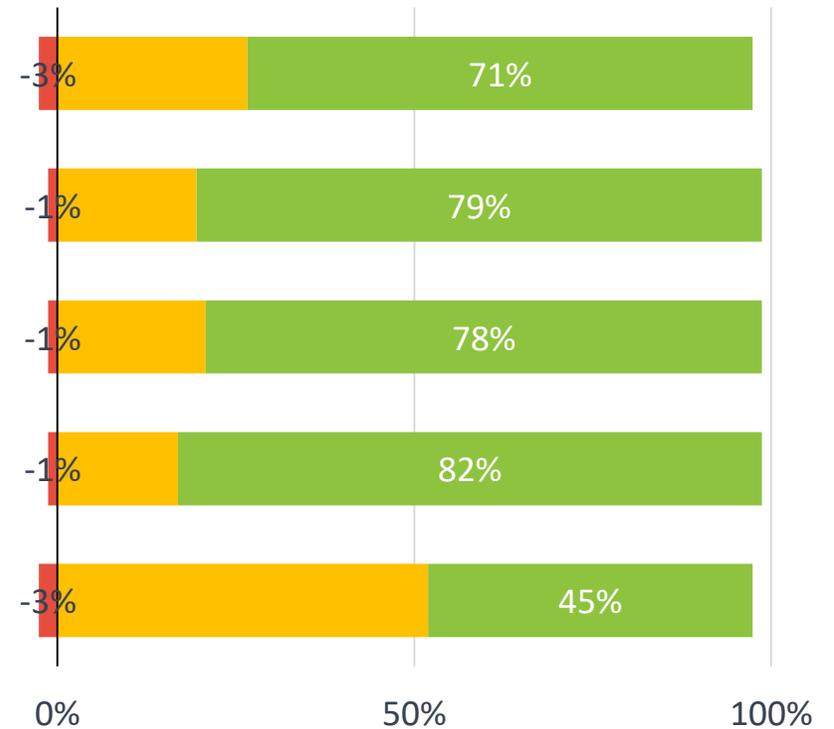
The culture in your work team around sitting, standing, and moving

Staff knowledge of the benefits of sitting less

Staff attitudes towards sitting, standing, and moving

Staff awareness of their sitting behaviour

Staff activity outside of work



-50%

0%

50%

100%

84%

of staff enjoyed BeUpstanding™

■ Negative impact

■ No/minimal impact

■ Positive impact

beupstanding.com.au



National implementation trial

NHMRC Partnership Project Grant

Start date: June 12th 2019

Provides matched funding between Government & Industry to support translation of research into practice

Key questions

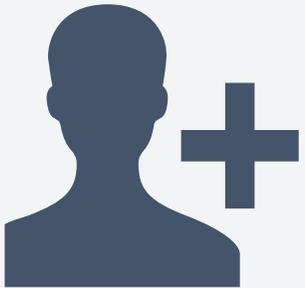
- Who is coming into the program (**Uptake**)
- What are they actually doing (**Implementation**)
- Does it work? Who does it work for? (**Effectiveness**)
- How much does it cost? (**Costs**)



Can you help us?

www.beupstanding.com.au

WHAT WE NEED



- ✓ Desk based workers
- ✓ Australian based
- ✓ 5+ in a team
- ✓ Committed to evaluation



250
teams
by mid 2020

Priority sectors

- ❖ Blue collar
- ❖ Rural / regional
- ❖ Call centre
- ❖ Small business
- ❖ Government

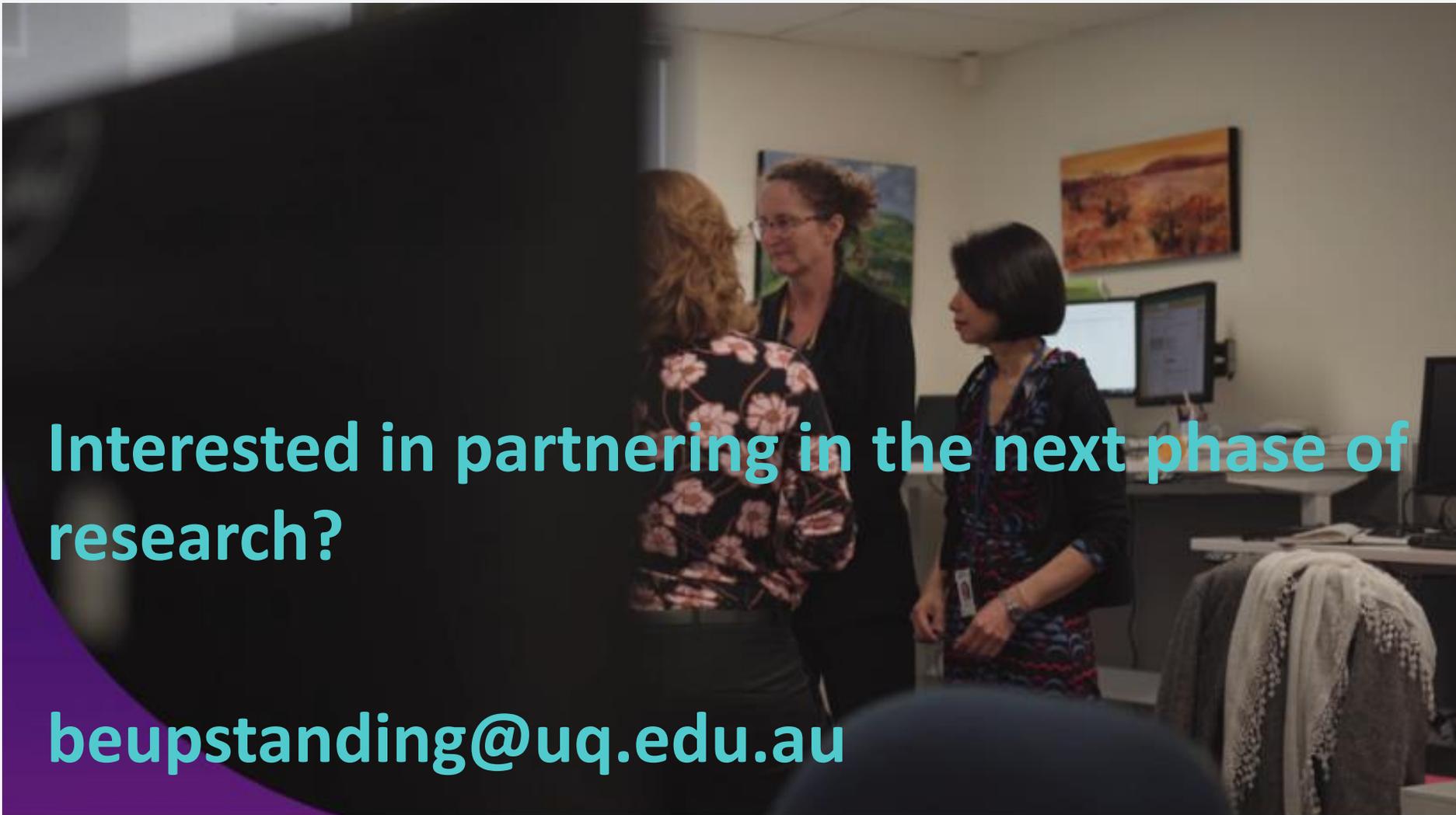
WHAT TEAMS GET



Free health coaching for the champion from our expert UQ team

It is as easy as signing up right now!

Do you want to help continue the change?

A photograph of three women in an office environment. One woman is wearing a floral patterned top, another is in a dark blazer, and the third is in a patterned dress. They appear to be in a discussion. In the background, there are computer monitors and framed artwork on the wall.

Interested in partnering in the next phase of research?

beupstanding@uq.edu.au

Suggestions on how to be an *upstanding* leader

Role model active behaviours

- Take the stairs, do active travel, have walking meetings

Facilitate postural changes

- Audit job tasks, embed stand & stretch breaks in meeting agendas, have a “no lunch at desk” policy

Support change champions

- Provide visible support; recognise and reward



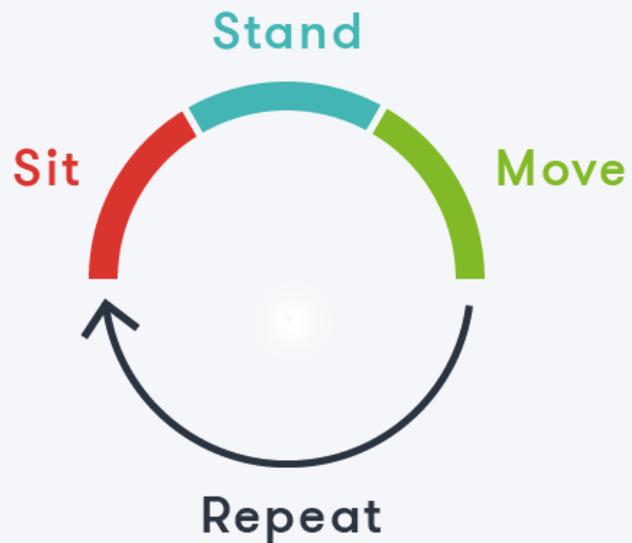
How are work teams choosing to BeUpstanding?

Common strategies

- ✓ Encourage workers to leave their desks during breaks
- ✓ Move bins, printers/scanners and mailboxes to a central location
- ✓ Have standing meetings
- ✓ Stand and move around when taking a phone call
- ✓ Provide information / maps / distances on convenient walks in and around the office
- ✓ Put height-adjustable desks in a standing position when leaving the desk

BeUpstanding™ Recommendations

The next posture is the best posture



It's important to mix things up.
The research shows workers should aim
for a rainbow throughout the day.

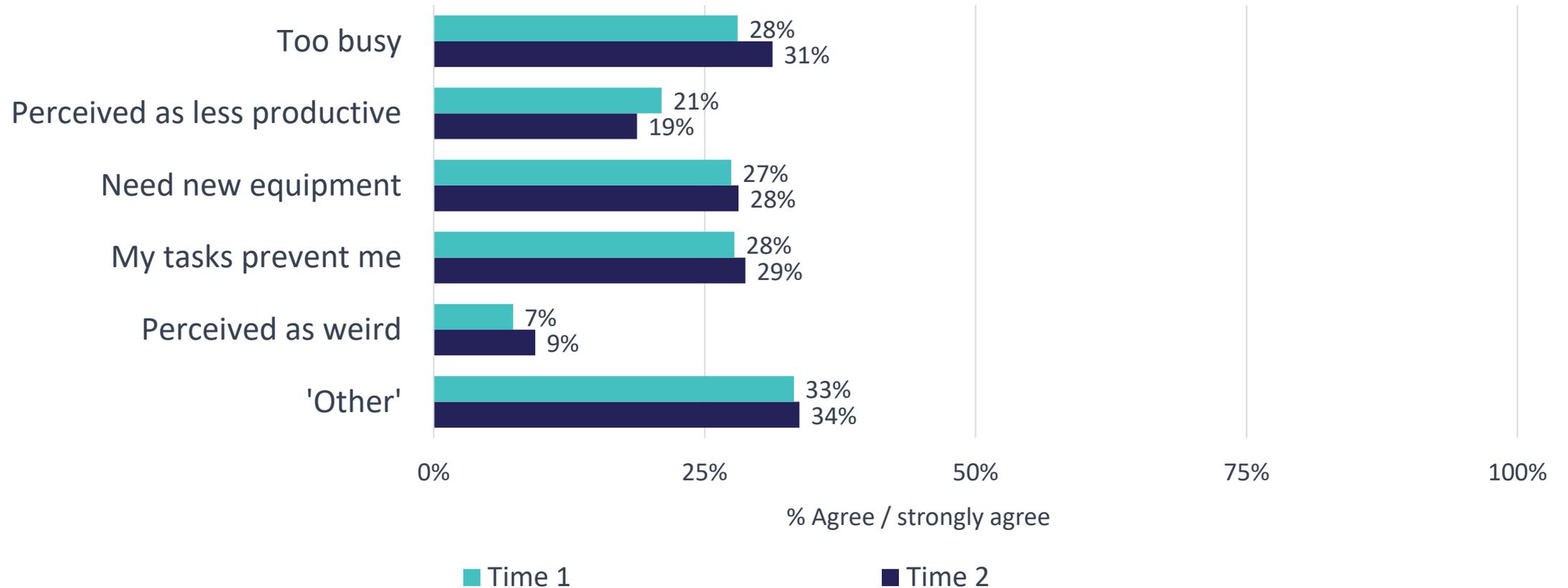


Aim to spend
50% or less
of your work day sitting

Ultimately, we recommend staff at desk-based workplaces aim to spend **50% or less** of their workday sitting (~4 hours) with less than a quarter of this spent in “risky” prolonged, unbroken sitting.

Barriers to Sitting Less at Work

Staff indicated their level of agreement with the following statements regarding barriers to sitting less at work



“We spend one third of our lives at work... we know that workplaces are a priority setting for health & wellbeing. With sedentary work practices increasing, BeUpstanding has become an integral part of the way we promote both physical and mental health... It has helped us promote a wider conversation about the importance of health and ultimately engagement across the business.”

Duncan Young
Head of Workplace Health & Wellbeing Lendlease



Thank you.



BeUpstanding™

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 beupstanding@uq.edu.au

 [@beupstanding](https://www.instagram.com/beupstanding)

 [@BeUpstanding_](https://twitter.com/BeUpstanding)