

Fulton Hogan - Bay of Plenty

Fulton Hogan provides an example of a multi-level approach to support staff to eat more healthily



Healthy Eating Case Study

the WORKPLACE PROFILE

Fulton Hogan is a private company which specialises in building and maintaining transport and civil infrastructure so that our communities can operate safely and efficiently. They supply a broad range of products and services to customers in roads, quarrying, civil contracting, rail, infrastructure maintenance and land development sectors. Fulton Hogan operates throughout New Zealand and have six operational sites specifically within the Bay of Plenty region. The majority of staff work off-site on a daily basis, with only a small number being site-based throughout the day.

the DRIVERS

Fulton Hogan understands that staff are its biggest asset. The Bay of Plenty Regional Team are committed to optimising the health and wellbeing of all their staff and therefore adopted the WorkWell programme to support this. Findings from the WorkWell Staff Survey on food consumption, together with the observations within the workplace informed the Fulton Hogan healthy eating programme.

WorkWell staff survey results:

- Only 25% of staff eat the recommended 5+ servings of fruit and vegetables a day;
- 43% of staff do not eat breakfast 5 or more times a week;
- 86% of staff eat high fat foods at least once a week;
- 76% of staff stated they would like to eat more healthily.

Observational Findings:

- Off-site staff are required to take their whole day's supply of food with them first thing in the morning.
- Kitchen facilities are available on-site only.
- No catering options are available for staff to purchase on-site.
- Staff tend to purchase unhealthy food options from external caterers due to the ease and close proximity to their work sites.
- Company catered events provided only traditional, high fat food choices.

the PROGRAMME OBJECTIVES

The key objectives of the healthy eating programme were to:

- Provide staff with access to healthy food options while at work;
- Provide staff with the necessary skills to be able to prepare and cook healthy food at home;
- Provide staff with healthy eating information on a regular basis.

the PARTNERSHIPS

A number of key partnerships have been developed with external providers to support the implementation of the programme e.g. Steve Cameron, the Heart Foundation and Funky Foods. These partnerships have helped ensure the programme objectives are achieved and employees are receiving a high quality product.

In addition, connections have been made with other local businesses who are also implementing WorkWell. For example, KiwiRail provided sleepers for the Fulton Hogan Tauranga vegetable garden in exchange for vegetable seedlings for their own garden.

1 Established a Working Group

A WorkWell working group was set up with representatives from each work site across the region. The group members acted as the main spokespeople for their site and one of their main roles was to provide updates to staff on WorkWell progress and seek staff feedback and involvement on the various activity options.

2 Developed an Action and Evaluation Plan

An action and evaluation plan was formulated to cover a one year period. Objectives and activities were considered at an organisational, environmental and individual level to ensure an evidence-based approach was followed.

3 Undertook a Variety of Activities

a. Policy Development

A health and wellbeing statement was developed which incorporated a healthy eating component.

b. Edible Gardens

- Various in-season vegetable and herb seeds were planted and made available to staff. One site, Opotiki, due to low staff numbers, decided not to participate in this activity but instead arranged their own system of sharing locally caught fish and other fresh food items.
- The day-to-day maintenance and management of the gardens was carried out by staff volunteers. Some dedicated staff even took plants home at weekends to ensure they were cared for properly during the hot, dry summer months.
- The produce was made available for all staff to take and use as they wish. Vegetable baskets were put together for Christmas and other as gifts on other occasions. Surplus seeds and plants were made available to other local businesses and schools.
- The gardens had no cost attached to them except the initial set-up cost. Seedlings were available for a coin donation or in exchange for something that can be used on the project (e.g. potting mix or containers). Existing worm farms provided the necessary feed. The plan is now to establish a garden that is sustainable from year to year.
- Much of the growing phase was a bit of trial and error with varying success, therefore gardening educational workshops will be explored as a potential future activity.

c. Meetings, training sessions and events

- Staff were further consulted to explore their opinions on various healthy food options for training sessions, meetings and events.
- As a result, catering at meetings, training sessions and events now includes healthy food options. For example, fresh fruit, cereal and scrambled egg options are made available at breakfast meetings, fresh fruit is provided on the table at management meetings, and wholemeal bread options are provided at BBQ and training events.
- Feedback from staff has all been very positive. As a result, healthy food guidelines have been developed to formalise the food requirements for meetings, training sessions and events.

d. Breakfast and lunch options

- An external catering provider, Funky Foods, has been contracted for a trial period to provide healthy breakfast and lunch options to staff. Food will be available for purchase on-site between the hours of 6:45am – 8.00am to ensure off-site staff also have the opportunity to purchase healthy food. If the trial is successful, a preordering system may be introduced for next day delivery of hot meals and soup.
- The trial is being conducted in the Tauranga site and will run for approximately 2-3weeks. Watch this space!

e. Health eating information

WorkWell is a standard item in the company quarterly newsletter which is circulated to all staff. Healthy eating features on a regular basis. Examples of articles to date include healthy lunch box ideas, label reading, recipes and garden tips. External providers, e.g. Steve Cameron and the Heart Foundation, have been engaged to help with the factual content of these.

f. Educational workshops

A healthy eating educational and cooking demonstration session was provided by an external provider, Steve Cameron, to all staff at a regional meeting. Following positive feedback two further three-hour evening sessions were arranged in Tauranga and Opotiki, and were made available to both staff and their families to ensure key messages and skills were passed to the main food preparer in the household.

g. Competitions

A healthy soup competition 'soup-a-bowl' was run where various soup dishes were made and judged by staff. A healthy recipe book is due to be produced. In order to boost staff involvement and recipe contributions, a competition based format is being considered for each menu category.

h. Snack Boxes

Discussions have been held with providers of snack boxes and vending machines to investigate providing healthier snacks instead of the usual snack box items.

the CHALLENGES

The main challenge in implementing the programme has been ensuring the needs of staff off-site and on-site are met equally. It has been particularly difficult to ensure off-site staff get access to healthy food options when working. As a result, healthy food options are being made available first thing in the morning.

Time can also be a factor, however management is fully committed to WorkWell and having an office based leader who is extremely dedicated and enthusiastic towards the programme has helped ensure ongoing progress.

the KEY ACHIEVEMENTS

- A health and wellbeing statement has been developed.
- Vegetable gardens and a 'seed bank' have been planted in Tauranga and Rotorua.
- Healthy eating options are provided at meetings and events, and healthy breakfast and lunch options are available for staff to purchase.
- Staff are provided with regular healthy eating information.
- Staff have had the opportunity to improve their cooking skills and knowledge.

the CONTACT DETAILS

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