



# SMART WORK

**Stand More at Work**

Work. Health. Performance

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## Who We Are

The Stand More at Work (SMART WORK) team are world-leading researchers in the health implications of sedentary behaviour and occupational health and evaluating workplace programmes focusing on reducing sitting and increasing physical activity. The team are passionate about creating healthy lifestyles in an environment which predominantly encourages unhealthy behaviours; the workplace.

## SMART WORK Resource kit

We offer a **SMART WORK** resource kit that is evidence-based and contains information and tools to help employers create a less sedentary and more active workplace and a healthier place to spend the majority of the waking day.

We always evaluate the impact of what we implement at workplaces using robust and validated scientific assessment tools. We provide employers with the evidence of how we make a difference to health behaviour, health, wellbeing and performance of their workforce.

## SMART WORK Resource kit

Given the harmful effects of high levels of sitting time on health and the high proportion of time most adults spend in this behaviour, methods to reduce overall and prolonged sitting are needed.

In response, the SMART WORK resource kit was developed and tested in a cluster randomised controlled trial (gold standard for assessing if something works) in office-based workers. We implemented behaviour change strategies to help employees reduce their sitting time through standing and light movement. Strategies included:

- Brief group education session about the impact of sitting on health and benefits of reducing sitting
- Resources to help with goal setting and monitoring sitting behaviour
- Individual feedback on sitting behaviour inside and outside of work
- Providing staff with a height-adjustable desk/platform to enable them to work standing up or sitting down
- Motivational/educational posters
- Brief 'coaching' chats with a researcher to see how they were doing

### Our results

We found that office workers in our study spent nearly 10 hours a day sitting down, which can be bad for health, but we've shown that sitting time was **80 mins per day lower** in those office workers who received our SMART WORK toolkit compared to those who did not receive the toolkit after 12 months. Those who received SMART WORK also reported an improvement in:

- **Work engagement**
- **Job performance**
- **Musculoskeletal issues such as back and neck pain**
- **Feelings of tiredness after a day at work**
- **Anxiety and quality of life**
- **Sickness presenteeism (working whilst sick)**

## Using our Resource kit

For a simple way to get your workplace on their feet more, you can register and use the free SMART WORK resource kit from our website:

[www.smartworkandlife.co.uk](http://www.smartworkandlife.co.uk)

The resource kit includes the following free resources:

### Manager resource kit

- Business case for targeting sitting at work
- Animations
- Action plans
- Tips for manager involvement/role modelling

### Workplace Champion resource kit

- Training resources
- Email templates
- Motivational/educational posters
- Group challenges around sitting less
- Group 'coaching' session suggestions

### Employee resource kit

- Online interactive education module
- Free phone app and computer software suggestions on tracking sitting and prompts for breaking up prolonged sitting
- Sitting time calculator
- Action plan and goal setting
- Top tips on ways to reduce sitting

## Implementing the Resource kit

The SMART Work resource kit can be implemented in your organisation through the use of Workplace Champions and a step-by-step guide is provided on our website. However, if you prefer, we can deliver all or parts of the programme in your organisation for you.

## Assessing the impact of SMART WORK on your workforce

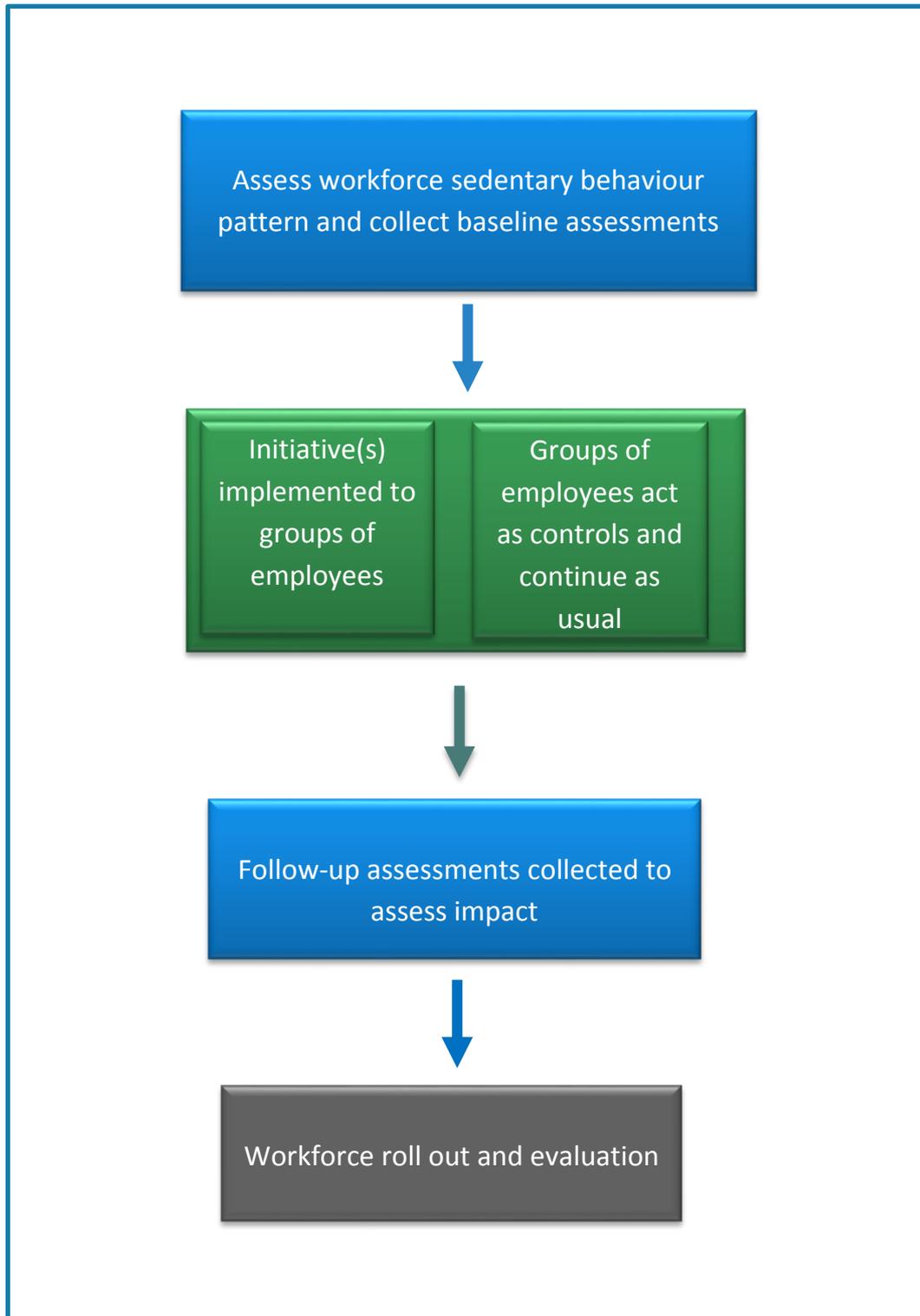
If you would like to assess a range of outcomes and/or gather objective and robust evidence that the SMART WORK resource kit is working for you and your workforce in the way you want it to, we can demonstrate this for you by delivering SMART WORK to one group of employees and comparing the impact of the resource kit with a group of employees who have not yet received SMART WORK (i.e., a comparison group - they can of course receive it after the impact assessment is complete). This is the strongest way of doing it, however, we could also do this without a comparison group where everyone gets the programme at the same time.

We can use validated survey questions, objective measures and other data to assess the impact of SMART WORK (see page 7 for further details). We will collect these data on site at your workplace to minimise disruption.

At the end of the impact assessment, we will produce a report on what impact the SMART WORK resource kit has had on your workforce. We can also do a presentation of the results to staff if required.

The flow chart on the next page outlines how we can deliver SMART WORK in a way that is right for your workforce and which can give you more robust evidence as to its impact. You can decide when you want the follow up assessments to take place, for example, after 3 and/or 6 months of the resource kit implementation.

## How SMART WORK can be delivered by our team



## **Our assessment tools include (you can select which ones you would be interested in):**

### **Survey data**

Using online surveys to ask questions such as:

- Current lifestyle behaviours
- Work engagement
- Self-report work performance and satisfaction
- Quality of work
- Well-being and mental health
- Sickness presenteeism
- Stress
- Musculoskeletal symptoms
- Work-related fatigue
- Sleep
- Quality of life
- Demographic questions (such as age, gender, length of employment)

### **Sedentary behaviour and health assessments**

Taking objective measurements of:

- Physical activity and sitting levels (using research grade activity monitors)
- Height, weight and waist circumference
- Blood pressure and heart rate
- Cholesterol
- Blood glucose (fasting and/or HbA1c)

All staff will receive feedback on their health results.

### **Work performance assessments**

These include data such as sickness absence data using organisational records

## Previous and current projects

Our current and recent workplace, school and community projects include:

### Physical activity programmes

Our team has trained workplace champions to deliver short lunch-time team sport activities such as handball and indoor cricket. We found that team sports improved physical fitness and social cohesion amongst staff.

### Return to work strategies

We have designed return to work tools for employers and employees and provided key evidence to their impact. Our tools are endorsed/used by CIPD, Macmillan Cancer support, BOHRF, and the HSE among others.

### Health promotion programmes

Our team is delivering a ground-breaking diet, nutrition and physical activity programme for long haul lorry drivers and comparing the impact of the programme to lorry drivers who have not yet received the health promotion programme (ongoing).

### Building for wellness assessment

The FCA commissioned our team to assess the impact of their new building design and new ways of working on physical, mental and social health in the workplace. We are conducting surveys, interviews and health assessments (ongoing).

### Reducing sitting time in the classroom

We have a novel evidence-based approach in up skilling teachers to incorporate more movement into the classroom.

### Diabetes prevention through physical activity

Lifestyle education and physical activity feedback for adolescents and their families as well as for people identified as being at an increased risk of developing diabetes in the future.

## Workplace collaborations

We have worked with over 150 organisations, from simple surveys to behaviour change programmes. These include the NHS Trust as an organisation, local councils, the financial sector, manufacturing, transport and utility companies.

## Selection of our Publications

The articles listed below are freely available to read online.

Edwardson CL, Yates T, Biddle, SJH, Davies, MJ, Dunstan D, Esliger D, Gray LJ, Jackson BR, O-Connell SE, Waheed G, **Munir F.** (2018). The effectiveness of the Stand More AT (SMaRT) Work intervention: A cluster randomised controlled trial. *British Medical Journal*, 363, doi: <https://doi.org/10.1136/bmj.k3870>

Edwardson CL, Biddle SJH, Clarke-Cornwell A, Clemes S, Davies MJ, Dunstan DW, Eborall H, Granat MH, Gray LJ, Healy GN, Richardson G, Yates T, **Munir F.** (2018). A three-arm cluster randomised controlled trial to test the effectiveness and cost-effectiveness of the SMaRT Work & Life intervention for reducing daily sitting time in office workers: study protocol. *BMC Public Health*, 18:1120, <https://doi.org/10.1186/s12889-018-6017-1>

**Munir F,** Biddle, SJH, Davies, MJ, Dunstan D, Esliger D, Gray LJ, Jackson BR, O-Connell SE, Yates T, Edwardson CL. (2018). Stand More AT Work (SMaRT Work): using the behaviour change wheel to develop an intervention to reduce sitting time in the workplace. *BMC Public Health*, 18:319. <https://doi.org/10.1186/s12889-018-5187-1>

Brinkley A, McDermott H, & **Munir F.** (2017). Team sport in the workplace? A RE-AIM process evaluation of 'changing the game' *AIMS Public Health*,4(5), 466-489.

Brinkley A, McDermott H, Grenfell-Essam R, & **Munir F.** (2017). It's time to start changing the game: a 12-week workplace team sport intervention study. *Sports Medicine -Open*, 3:30: DOI 10.1186/s40798-017-0099-7

Brinkley A, Freeman J, McDermott H, & **Munir F.** (2017). What are the factors and obstacles to participation in workplace team sports? A qualitative study. *AIMS Public Health*, 4 (1), 94-126.

## Contact Us

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