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Introduction

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2 The World Health Organisation (WHO) Global Action Plan for the Prevention and Control of
3 non-communicable diseases (NCDs) 2013-2020 is focused on reaching specific targets to
4 achieve a global goal of reducing NCD deaths by 2% per year and a halt in the increase of
5 obesity and type 2 diabetes [1]. Aside from smoking and physical activity, diet is a major
6 contributor to the development of these diseases [1]. Diets that are low in saturated fat,
7 sugar and salt (target to reduce to 5g per person per day) were among the priority cost-
8 effective interventions highlighted at the UN High Level Meeting on NCDs in September
9 2011 [2]. It is accepted that the surrounding environments in which individuals live and work
10 influences their health behaviours and that modifying these environments at both macro
11 and micro levels is an important catalyst for behaviour change [3-6]. In particular, 'choice
12 architecture' (based on the nudge theoretical perspective) is now recognised as a potentially
13 valuable approach to influencing health related behaviours [3, 7, 8].
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27 The workplace has been recognised by the WHO as a priority environment to influence
28 dietary behaviours given that individuals can spend up to two-thirds of their waking hours at
29 work [1]. In our previous review, there was limited evidence to suggest that workplace
30 dietary modification interventions alone or in combination with nutrition education can
31 increase fruit and vegetable consumption [9]. Four out of six studies reported small
32 increases in fruit and vegetable consumption (\leq half serving/day). These studies involved
33 workplace dietary modifications and three incorporated nutrition education. However,
34 many of these interventions relied mainly on information provision and did not include
35 potentially valuable nudging environmental strategies such as food modification. The
36 interventions documented in the literature were of generally low intensity and poorly
37 evaluated [9]. Given the sub-optimal study designs, weak process evaluations and the lack
38 of cost-effectiveness evaluations, it was difficult to draw definite conclusions on the
39 effectiveness of workplace dietary interventions [9].
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54 The aim of the Food Choice at Work (FCW) study was to assess the comparative
55 effectiveness of a workplace environmental dietary modification intervention and a
56 nutrition education intervention both alone and in combination versus a control workplace.
57 It was hypothesised that the combined intervention (environmental dietary modification
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and nutrition education) of high intensity would be more effective than either intervention alone or no intervention in promoting positive changes in employees' dietary intakes, nutrition knowledge and health status outcomes. The combination of multiple components of environmental dietary modification and nutrition education and the implementation of these components on multiple levels within the workplace (system level: changes within the eating environment, employee level: individual nutrition consultations) formed this high intensity intervention.

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Methods

Food Choice at Work intervention design

Details of the study design, intervention elements and methods of the FCW study have been published previously [10]. Briefly, a cluster controlled trial was conducted in four large multi-national manufacturing workplaces in Cork, Ireland. All participants were informed that they were involved in a university-led study designed to observe employees' dietary behaviours. In the control workplace, data was collected at baseline and follow-up. Nutrition education was provided in the second workplace (Education). Environmental dietary modification alone was implemented in the third workplace (Environment). The combined intervention which included nutrition education and environmental dietary modification was implemented in the fourth workplace (Combined). The complex intervention design was developed and evaluated using the MRC framework for 'Developing and evaluating complex interventions: new guidance' [11]. The four phases of the framework included (A) development, (B) feasibility and piloting, (C) evaluation and (D) implementation [11]. Details regarding the application of the framework were published in the study protocol [10].

The complex interventions complied with a soft paternalistic "nudge" theoretical perspective and a social ecological perspective where the interventions created positive reinforcement with indirect suggestions for healthy food choices to improve the employees' dietary behaviours [7, 8, 12-14]. Nutrition education comprised of three elements: monthly group nutrition presentations, detailed group nutrition information (daily traffic light menu-labelling and monthly posters, leaflets and emails) and individual nutrition consultations. Each participant attended three individual nutrition consultations (at baseline, follow-up at 3-4 months and follow-up at 7-9 months) [10]. The individual nutrition counselling provided the employees' from the combined intervention with personalised knowledge that enabled them to make healthy food choices within a modified workplace environment when compared to the other interventions (education alone and environment alone).

1 Environmental dietary modification included five elements: (a) menu modification:
2 restriction of saturated fat, sugar and salt, (b) increase in fibre, fruit and vegetables, (c) price
3 discounts for whole fresh fruit, (d) strategic positioning of healthier alternatives and (e)
4 portion size control. Environmental engineering approaches were guided by 'choice
5 architecture' [8]. For example, repositioning of certain healthy foods within the canteen
6 supported habit disruption with the potential to trigger conscious thoughts (i.e.
7 confectionary products were replaced with healthy snacks (fresh fruit, dried fruit, natural
8 nuts) by the cash registers in the eating environments and in the vending machines) [10].
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17 The intervention design was developed by the research team and advised by catering
18 stakeholders. All environmental dietary modification elements were discussed with the
19 catering stakeholders and a consensus was reached. For example, the research team
20 suggested 3 chip free days but 2 chip free days was agreed. The research team also worked
21 with the workplace stakeholders (human resources and catering managers) to implement
22 the specific interventions within the context of the individual workplaces. Each workplace
23 had a research workplace leader based on-site who collaborated with the workplace
24 stakeholders to co-ordinate the data collection and monitor adherence to the interventions.
25 Monthly observation visits (45 minutes per visit) were conducted by the research workplace
26 leader without prior warning. Nutrition education displays and the eating environments
27 (including the kitchen and vending machines) were carefully observed to ensure that there
28 was constant compliance with all elements. Non-compliance was not observed in the
29 different worksites during the trial period.
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44 *Sampling*

45 Only workplaces that employed >250 employees; operated a daily workplace canteen and
46 were able to commit to the intervention elements for the study duration were eligible. A list
47 of Cork based manufacturing companies were obtained from the Irish Industrial
48 Development Authority website (n=107) and were systematically screened for eligibility
49 over the phone in alphabetical order. From the overall list, the research team organised
50 meetings with a total of 20 potentially suitable companies to discuss the feasibility of
51 participating in the study. The four most suitable workplaces were then purposively selected
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2 and allocated to each intervention by the research team to ensure that all workplaces were
3 able to fully comply with all of the intervention elements for the study duration.
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6 Only permanent, full-time employees who purchased and consumed at least one main meal
7 from their workplace canteens daily were eligible. Employees were excluded if they did not
8 work in the workplace full-time (for example, worked from home 2 days a week); travelled
9 regularly for work (\geq once a month); were medically advised not to participate in the study;
10 were on long-term sick leave, pregnant or were involved in an on-going diet programme
11 external to work (for example, Weight Watchers). Complete lists of permanent, full-time
12 employees were obtained from the human resources manager in each workplace. All
13 employees were screened for eligibility over the phone by the research team. Employees
14 were randomly contacted using random number generation software (Microsoft Excel) and
15 invited to participate if eligible.
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27 *Determination of sample size*

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29 The number of employees recruited per workplace was proportionate to company size. The
30 sample had 80% power at the 5% significance level to detect a 2g average fall in dietary salt
31 intake and a decrease in BMI by 1kg/m^2 between the control and intervention groups post-
32 delivery of the interventions [10]. Figure 1 illustrates the recruitment process throughout
33 the study period.
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41 *Study outcomes*

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43 The primary outcomes were changes in employees' dietary intakes of salt and body mass
44 index (BM) at 7-9 months follow-up. Secondary outcomes included changes in employees'
45 dietary intakes of total fat, saturated fat, total sugars and fibre, nutrition knowledge, weight,
46 midway waist circumference and resting blood pressure at 7-9 months follow-up.
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52 *Data collection*

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54 All data were collected during employees' work hours in the individual workplaces
55 (excluding employees' break times). Participants were asked to self-complete two
56 questionnaires including a socio-demographic and lifestyle questionnaire and a nutrition
57 knowledge questionnaire pre and post intervention. Physical assessments (weight, height,
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midway waist circumference, resting blood pressure) and 24-hour dietary recalls (on/off duty) were conducted by trained research assistants as per the standard operating procedures manual [15] at baseline and follow-up at 3-4 months and 7-9 months. No incentives were provided to employees participating in the study. The research team were trained at baseline and re-trained before the stages of follow-up data collection to ensure standardisation of processes and procedures.

Socio-demographic and lifestyle characteristics

Socio-demographic (gender, age, education, marital status and work-life) and lifestyle characteristics (smoking, alcohol consumption and physical activity) were recorded in the socio-demographic and lifestyle questionnaire [16]. Alcohol consumption was estimated using the units of alcohol consumed per week. An International Physical Activity Questionnaire (IPAQ) score was calculated for each participant (<http://www.ipaq.ki.se/scoring.pdf>). Scores were classified as low (<5,000 steps/day), moderate (5,000–10,000 steps/day) and high (>10,000 steps/day).

Nutrition knowledge

Nutrition knowledge was assessed using the validated general nutrition knowledge questionnaire which included four domains (1) advice from health experts, (2) food groups and food sources, (3) food choice and (4) diet-disease relationships [17, 18]. The internal consistency for the overall nutrition knowledge score assessed using the Cronbach's alpha statistic was 0.9 [19]. As an indicator of validity of the nutrition knowledge score, it was found that participants with nutrition related qualifications had a higher nutrition knowledge score (73.2 (SD 8.3)) than those without these qualifications (66.9 (SD 13.2)).

Physical assessment

During each physical assessment, weight, height, midway waist circumference and resting blood pressure were measured (details of which are published in the study protocol) [10, 15].

Dietary data

1 One (on duty) 24-hr dietary recall was collected at each stage of data collection from all
2 participants (i.e. each participant needed to be in work the day of and the day before the
3 recall was collected) using a modified version of the UK 3-step dietary recall [10, 20].
4 Additional modifications to this method included specific prompts to measure consumption
5 of discretionary salt (at the table and while cooking); accurate estimations of portion size,
6 eating times; consumption of oil, water and food supplements. All recalls took
7 approximately 20 minutes to complete. Each food, drink and portion size was coded
8 according to the 24-hour coding instructions based on the validated UK method [10, 20].
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17 **Statistical analysis**

18 Food and nutrient analysis were calculated using NetWISP4© (Weighed Intake Software
19 Program; Tinuviel Software, Warrington, UK). Data were analysed using the Statistical
20 Package for the Social Sciences (SPSS) version 21 for Windows (SPSS Inc., Chicago, IL, USA).
21 Baseline characteristics of the participants within the four workplaces were compared using
22 proportions. Paired t-tests were performed to calculate the mean differences within each
23 workplace from baseline to follow-up at 7-9 months. Multivariate analysis of covariance
24 (MANCOVA) was conducted to test differences between the conditions (control and the
25 intervention groups) at 7-9 months follow-up. This analysis was adjusted for the potential
26 confounding effects of other factors such as age, gender, education, usual working hours
27 (i.e. shift work) and other baseline characteristics.
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Results

Characteristics of study population

At baseline, a sample of 850 participants aged 18-64 years were recruited across the four workplaces as follows (N (response rate %)): Control: 111(72%), Education: 226(71%), Environment: 113(91%), Combined: 400(61%) (Figure 1). Of the 850 participants, data was collected from 678 employees (80%) at 3-4 months follow-up and 541 employees (64%) at 7-9 months follow-up. Complete follow-up data was obtained for 517 participants (61%). Participants who did not complete all assessments (all questionnaires, physical assessments, dietary recalls) were excluded from analysis (Control: N=3, Education: N=6, Environment: N=3, Combined: N=12). Reasons for attrition included workplace restructuring (i.e. participants were relocated to other workplaces within the company) and participants were excluded during the study if they informed the research team that their working structure changed (i.e. no longer located in the study workplaces full-time, more travel for work, long-term sick leave, pregnant). No significant differences were observed between completers and non-completers in terms of the primary outcomes. For completers and non-completers, mean BMI was 27.3 and 27.0 ($p=0.413$) and mean salt intake was 7.3g and 7.3g ($p=0.954$) respectively. In terms of secondary outcomes, no significant differences were recorded between completers and non-completers with the exception of nutrition knowledge. For completers and non-completers, mean total fat intake was 86.2g and 84.3g ($p=0.475$), mean saturated fat intake was 32.4g and 32.1g ($p=0.763$), mean total sugars intake was 99.1g and 99.5g ($p=0.918$), mean fibre intake was 20.8g and 19.7g ($p=0.119$) and mean nutrition knowledge scores were 66.6 and 63.2 ($p=0.001$) respectively.

Socio-demographic and lifestyle characteristics of the study participants are presented in Table 1. The majority of participants in the four workplaces were male (76%), aged 30-44 years (64%) and were married or cohabiting (73%). A higher proportion of employees in the

1 control, education and combined workplaces had a tertiary education (Control: 64%,
2 Education: 78%, Combined: 93%) than in the environment workplace (55%). Most
3 employees were not in a managerial or supervisory role, ranging from 66% in the control to
4 80% in the combined intervention; usually worked during the day (56%-78%) and had a
5 regular working schedule (59%-97%). Similar proportions of employees' never smoked and
6 reported no alcohol consumption (Table 1). A higher proportion of employees' in the control
7 (78%), education (56%) and environment (54%) workplaces had low physical activity levels
8 compared to the combined workplace (32%).
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17 *Primary outcomes*

21 Within each workplace

22 At 7-9 months follow up, there were significant reductions in salt -1.4g/day (SD 4.4),
23 p=0.000) and BMI -0.3kg/m² (SD 0.8), p=0.001) in the combined intervention (Tables 2 and
24 3). Smaller and generally non-significant reductions in dietary intakes of salt and BMI were
25 observed in the education (salt: -0.6g/day (SD 5.5), p=0.260; BMI -0.2kg/m² (SD 1.0),
26 p=0.009) and environment workplaces (salt: -0.5g/day (SD 4.1), p=0.347; BMI -0.1kg/m² (SD
27 1.0), p=0.590) at 7-9 months follow-up. Increased dietary intakes of salt and BMI levels were
28 reported in the control workplace at 7-9 months follow-up (salt: +0.7g/day (SD 4.4),
29 p=0.208; BMI: +0.2kg/m² (SD 0.9), p=0.097).
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41 Intervention workplaces versus the control workplace

42 Significant positive changes in dietary intakes of salt (-1.3g/day (95%CI -2.3, -0.3), p=0.010)
43 were noted between baseline and 7-9 months follow-up in the combined intervention
44 versus the control workplace in the fully adjusted multivariate analysis of covariance (Table
45 4). Significant changes in BMI (-1.2kg/m² (95%CI -2.385, -0.018), p=0.047) were also
46 detected (Table 4). Effects in the education alone (salt: p=0.144; BMI: p=0.196) and
47 environment alone (salt: p=0.459; BMI: p=0.711) workplaces were smaller.
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56 *Secondary outcomes*

60 Within each workplace

1 Significant reductions in dietary intakes of total fat (-14.2g/day (SD 41.8), p=0.000),
2 saturated fat (-7.0g/day (SD 17.6), p=0.000) and total sugars (-11.1 g/day (SD 63.0), p=0.004)
3 were observed in the combined intervention at 7-9 months follow-up. No difference in fibre
4 intake was observed (+0.2g/day (SD 11.9), p=0.855) (Table 2). Overall, there were smaller
5 reductions in dietary intakes in the education and environment workplaces. However, a
6 significant reduction in dietary intakes of total fat (-11.4g/day (SD 39.4), p=0.017) and
7 saturated fat (-8.8g/day (SD 18.5), p=0.000) were reported in the environment workplace at
8 7-9 months follow-up. No differences in dietary intakes were detected in the control
9 workplace.
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11 The greatest nutrition knowledge improvements were reported in the combined
12 intervention (+3.0 (SD 7.6), p=0.000) followed by the education workplace (+2.0 (SD 9.1),
13 p=0.038) (Table 2). A significant fall in average weight was observed in the combined
14 intervention workplace
15 (-0.4kg (SD 2.5), p=0.004) and the education workplace (-0.7kg (SD 3.0), p=0.013) at 7-9
16 months follow-up (Table 3). A reduction in midway waist circumference was observed in the
17 combined intervention (-0.7cm (SD 3.5), p=0.003) and the environment workplaces (-0.7cm
18 (SD 3.5), p=0.003) at 7-9 months follow-up. Significant reductions in systolic and diastolic
19 blood pressure were also observed in the control (systolic: -5.7 (SD 11.3), p=0.000; diastolic:
20 -3.6 (SD 9.4), p=0.003) and education workplaces (systolic: -7.3 (12.4 SD), p=0.000; diastolic:
21 -3.1 (SD 7.0), p=0.000) at 7-9 months follow-up.
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42 Intervention workplaces versus the control workplace

43 In the fully adjusted multivariate analysis, significant positive changes in dietary intakes of
44 saturated fat (p=0.013), energy proportion from saturated fat (p=0.006) and nutrition
45 knowledge (p=0.034) were noted between baseline and follow-up at 7-9 months in the
46 combined intervention versus the control workplace (Table 4). Effects in the education
47 alone and environment alone workplaces were smaller. In the education workplace,
48 significant falls in dietary saturated fat intakes (p=0.034) were observed. In the environment
49 workplace, a significant decrease in energy proportion from saturated fat (p=0.017), an
50 increase in total sugars (p=0.035) and a decrease in nutrition knowledge (p=0.026) were
51 recorded when compared to the control workplace at 7-9 months follow-up. No other
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1 differences were observed in total energy, total fat, fibre, weight, midway waist
2 circumference and blood pressure (Table 4).
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10 11 12 13 **Discussion** 14

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17 In this study, we hypothesised that a combined intervention of high intensity (nutrition
18 education and environmental dietary modification) would be more effective than no
19 intervention and either the nutrition intervention or environment intervention alone in the
20 promotion of positive changes in employees' dietary intakes, nutrition knowledge and
21 health status outcomes.
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29 The combined intervention was associated with reduced dietary intakes of salt and a lower
30 BMI in addition to reduced intakes of saturated fat, a lower energy proportion from
31 saturated fat and higher nutrition knowledge in the fully adjusted multivariate analysis
32 when compared to the control workplace at 7-9 months follow up. The education workplace
33 was associated with a lower dietary saturated fat intake. The environment workplace was
34 associated with a lower energy proportion from saturated fat, a higher intake of total sugars
35 and lower nutrition knowledge. No other changes were observed in total energy, total fat,
36 fibre, midway waist circumference and blood pressure. These findings are consistent with
37 the current limited evidence on the effectiveness of combined workplace dietary
38 interventions [9]. Braeckman and colleagues in a study testing the effect of environmental
39 dietary modification and nutrition education found that the combined intervention was
40 associated with significant reductions in energy intake, energy proportion from total fat and
41 polyunsaturated fat and higher intakes of carbohydrate and protein. Positive effects on
42 nutrition knowledge and BMI were also reported in the study [21].
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58 The 'Food Choice at Work' study has a number of strengths. This high-intensity complex
59 workplace dietary intervention study has been developed and evaluated drawing on a
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1 systematic review conducted by the study authors and based on a theoretical framework
2 [10, 11]. The FCW study was conducted according to a published study protocol with pre-
3 specified outcomes and findings reported in a standardised manner and consistent with the
4 TREND statement [22]. The key primary outcomes reported in this study represent a subset
5 of the overall pre-specified outcomes.
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11 As mentioned in the published study protocol, the interventions were designed using a
12 participatory approach where catering and workplace stakeholders were involved in the
13 study design and implementation of the interventions in the individual workplaces [10].
14 Participatory and theory-based approaches to workplace health promotion have been
15 recommended for ensuring the effectiveness of nutrition workplace health promotion [23].
16 Intensive training and retraining was provided for the research assistants and outcomes
17 were measured objectively where possible including BMI, resting blood pressure and
18 midway waist circumference [10]. Validated questionnaires were utilised to measure
19 potential confounders and cofactors that may have been associated with the effectiveness
20 of these interventions. There was no risk of contamination among the sample as all
21 employees worked in different companies located in different geographical areas in Cork.
22 Workplaces were not given detailed information on the other participating workplaces.
23 There were few missing data for all variables apart from alcohol consumption.
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39 Limitations of the present study include the involvement of atypical multinational
40 manufacturing workplaces which potentially limits the generalizability of the findings, the
41 use of a non-randomised design with no allocation concealment and potential measurement
42 error. The workplaces were purposively selected to ensure that all components of the
43 interventions could be implemented successfully. Random selection of the participating
44 workplaces for interventions at this level of intensity or blinding was not feasible. However,
45 the positive findings in the selected settings provide important evidence on the potential
46 feasibility of the combined education and environmental modification intervention in a wide
47 range of workplace settings.
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58 The use of a non-randomised design poses significant threats to the validity of the study. In
59 particular the issue of measurement (interview) bias is a concern. To minimize this potential
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1 source of bias, the research team participated in intensive training before and during data
2 collection to ensure that all data was collected in a standardised manner.
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5 With regard to the issue of randomisation, workplace dietary interventions are complex and
6 highly context dependent and it is increasingly recognised that the classic randomised
7 controlled trial paradigm is not necessarily appropriate in the evaluation of effectiveness for
8 these studies [24]. In the 2014 McKinsey Global Institute Report *Overcoming obesity: An*
9 *initial economic analysis*, the authors highlight the need for pragmatism in the assessment
10 of low risk interventions such as that addressed in the current study in tackling the societal
11 challenges of obesity and poor diet [25].
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21 Selection bias cannot be ruled out as healthy employees may have been more likely to
22 participate. The study participants were masked to the study hypotheses. The study
23 participants were similar to the general workforce across the four sites in terms of gender
24 (general workforce: 64% male; participants: 76% male). The characteristics of the study
25 participants across the four workplaces were similar, including work schedules, company
26 type, skilled and educated workforces.
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35 There is also a possibility of non-systematic misclassification (measurement error) in the
36 assessment of dietary intakes. Recall bias may have been introduced as the 24-hour dietary
37 recalls were self-reported. Social desirability reporting bias cannot be ruled out either as
38 employees with higher nutrition knowledge may have overestimated their intakes of
39 healthy foods in the dietary recalls. It is also important to note that the total sugars dietary
40 intake represented both intrinsic and extrinsic sugars. Therefore, it is possible that the
41 increased intake of total sugars in the environment workplace may have been linked to an
42 additional intake of intrinsic sugars (i.e. fruits and vegetables) during the intervention
43 period.
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54 **Conclusion**

55 The FCW study has shown that a well-structured complex workplace dietary intervention
56 that combines nutrition education and environmental dietary modification reduces
57 employees' dietary intakes of salt and saturated fat, improves their nutrition knowledge and
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1 decreases their BMI at 7-9 months follow-up. This study provides critical evidence on the
2 effectiveness of complex workplace dietary interventions in a manufacturing working
3 population. The FCW combined dietary intervention is scalable and wide scale
4 implementation should be considered in local, national and international workplaces. At a
5 more global level, the increasing prevalence of NCDs is one of the dominant public health
6 issues of our time. It is likely that the WHO will not reach their specific targets (2% per year
7 reduction in NCD deaths and a halt in the increase of obesity and type 2 diabetes in adults
8 and adolescents) without positive changes to our food environments at local, national and
9 transnational levels because obesogenic food environments are the main drivers of the
10 obesity epidemic and of the increasing prevalence of diet-related NCDs [1, 5, 6, 26].
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23 **Ethics**

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25 Ethical approval was granted by the Clinical Research Ethics Committee of the Cork Teaching
26 Hospitals in Ireland, March 2013. All participants provided written informed consent.
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30 **Competing interests**

31 The authors have declared that no competing interests exist
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36 **Contributors**

37 FG co-ordinated the study and was responsible for the study design. FG, CK, JS and IJP
38 contributed to the acquisition of funding, acquisition of data, statistical analysis and draft
39 and revision of the paper. JH, APF and BAG contributed to the statistical analysis and draft
40 and revision of the paper. All authors approved the final version of the paper for
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9 **Trial Registration:** Current Controlled Trials, ISRCTN35108237
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Figure 1: Trial profile

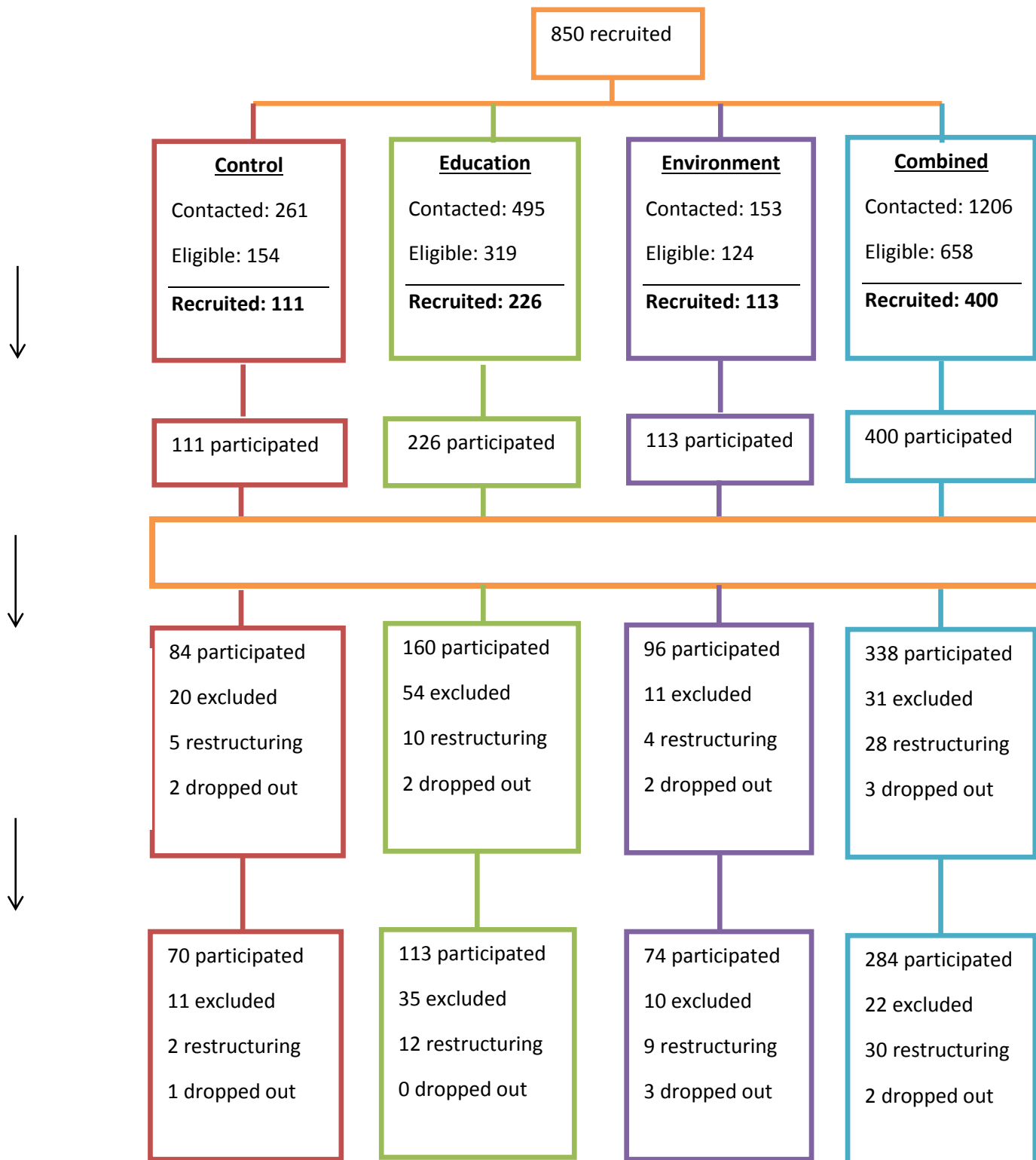


Table 1: Baseline socio-demographic and lifestyle characteristics of participants who completed the study, by workplace

| | Total n=517 n (%) | Control n=67 n (%) | Education n=107 n (%) | Environment n=71 n (%) | Combined n= 272 n (%) |
|---|----------------------------------|-----------------------------------|--------------------------------------|---------------------------------------|--------------------------------------|
| Socio-demographic | | | | | |
| Age group (years) | | | | | |
| 18-29 | 44(8.5) | 11(16.4) | 13(12.1) | 7(9.9) | 13(4.8) |
| 30-44 | 331(64.0) | 34(50.7) | 67(62.6) | 33(46.5) | 197(72.4) |
| 45-65 | 142(27.5) | 22(32.8) | 27(25.2) | 31(43.7) | 62(22.8) |
| Gender | | | | | |
| Male | 393(76.0) | 42(62.7) | 81(75.7) | 43(60.6) | 227(83.5) |
| Female | 124(24.0) | 25(37.3) | 26(24.3) | 28(39.4) | 45(16.5) |
| Educational level | | | | | |
| None/primary/secondary | 98(19.1) | 24(35.8) | 24(22.4) | 32(45.1) | 19(7.0) |
| Tertiary | 418(80.9) | 43(64.2) | 83(77.6) | 39(54.9) | 253(93) |
| Marital status | | | | | |
| Married/cohabiting | 375(72.5) | 46(68.7) | 74(69.2) | 50(70.4) | 205(75.4) |
| Separated/divorced/ widowed | 17(3.3) | 5(7.5) | 3(2.8) | 2(2.8) | 7(2.6) |
| Single/never married | 125(24.2) | 16(23.9) | 30(28.0) | 19(26.8) | 60(22.1) |
| Job position | | | | | |
| Manager/supervisor | 114(22.1) | 17(25.4) | 27(25.2) | 14(19.7) | 56(20.6) |
| Non-manager/non-supervisor | 393(76.0) | 44(65.7) | 80(74.8) | 57(80.3) | 212(77.9) |
| Usual working hours | | | | | |
| Day-time (≤8 hours) | 337(65.2) | 52(77.6) | 76(71) | 40(56.3) | 169(62.1) |
| Night-time (≤8 hours) | 6(1.2) | 0 | 6(5.6) | 0 | 0 |
| Shift-work/rotating schedules | 132(25.5) | 11(16.4) | 4(3.7) | 28(39.4) | 89(32.7) |
| Missing | 42(8.1) | 4(6.0) | 21(19.6) | 3(4.2) | 14(5.1) |
| Working Schedule | | | | | |
| Regular | 416(80.5) | 54(80.6) | 104(97.2) | 42(59.2) | 216(79.4) |
| Rotating | 77(14.9) | 9(13.4) | 1(0.9) | 26(36.6) | 41(15.1) |
| Irregular | 23(4.4) | 4(6.0) | 2(1.9) | 2(2.8) | 15(5.5) |
| Lifestyle | | | | | |
| Smoking status | | | | | |
| Never smoked | 283(54.7) | 37(55.2) | 56(52.3) | 34(47.9) | 156(57.4) |
| Former smoker | 161(31.1) | 23(34.3) | 30(28.0) | 26(36.6) | 82(30.1) |
| Current smoker | 71(13.7) | 6(9.0) | 21(19.6) | 11(15.5) | 33(12.1) |
| Alcohol consumption (units/week) | | | | | |

| | | | | | |
|--------------------------|-----------|----------|----------|----------|-----------|
| None | 94(18.2) | 13(19.4) | 18(16.8) | 15(21.1) | 48(17.6) |
| 1-14 | 189(36.6) | 19(28.3) | 43(40.2) | 20(28.2) | 107(39.3) |
| >14 | 61(11.8) | 6(9.0) | 14(13.1) | 5(7.0) | 36(13.2) |
| Missing | 173(33.4) | 29(43.3) | 32(29.9) | 31(43.7) | 81(29.7) |
| Physical activity | | | | | |
| Low | 226(43.7) | 52(77.6) | 49(45.8) | 38(53.5) | 87(32.0) |
| Moderate | 136(26.3) | 9(13.4) | 30(28.0) | 18(25.4) | 79(29.0) |
| High | 153(29.6) | 5(7.5) | 27(25.2) | 15(21.1) | 106(39.0) |

With the exception of alcohol consumption and usual working hours, missing data was <1% in all workplaces besides in the control group for job position (9%), smoking (1.5%) and physical activity levels (1.5%).

Table 2: Changes in dietary intakes and nutrition knowledge from baseline to 7-9 months follow-up in the study workplaces

| Variable | Workplace | Baseline (mean (SD)) | Change from baseline to 7-9 months (mean (SD)) | <i>p</i> -value |
|--------------------------------|-------------|-------------------------|--|-----------------|
| Dietary intakes | | | | |
| Total energy intake (Kcal/day) | Control | 1864.0(574.2) | +26.5(806.9) | 0.789 |
| | Education | 2022.2(675.0) | -156.6(903.1) | 0.076 |
| | Environment | 2140.3(752.8) | -110.8(737.8) | 0.210 |
| | Combined | 2161.5(679.0) | -241.7(754.5) | 0.000 |
| Total fat (g/day) | Control | 76.8(30.0) | +1.9(44.4) | 0.725 |
| | Education | 82.2(36.6) | -7.1(54.4) | 0.177 |
| | Environment | 90.9(42.7) | -11.4(39.4) | 0.017 |
| | Combined | 88.8(36.5) | -14.2(41.8) | 0.000 |
| Total fat (E%) | Control | 36.7(7.8) | +0.2(13.2) | 0.904 |
| | Education | 35.8(9.1) | -0.6(14.8) | 0.661 |
| | Environment | 37.3(7.8) | -2.0(10.5) | 0.108 |
| | Combined | 36.7(8.4) | -2.2(10.3) | 0.001 |
| Saturated fat (g/day) | Control | 28.2(14.6) | +1.8(21.1) | 0.491 |
| | Education | 30.5(15.4) | -3.2(24.7) | 0.189 |
| | Environment | 36.8(19.5) | -8.8(18.5) | 0.000 |
| | Combined | 33.1(15.9) | -7.0(17.6) | 0.000 |
| Saturated fat (E%) | Control | 13.2(4.5) | +0.7(6.4) | 0.348 |
| | Education | 13.3(4.6) | -0.7(7.2) | 0.340 |
| | Environment | 15.0(4.5) | -2.7(5.5) | 0.000 |
| | Combined | 13.6(4.5) | -1.6(5.4) | 0.000 |
| Salt (g/day) | Control | 6.7(3.0) | +0.7(4.4) | 0.208 |
| | Education | 7.8(4.3) | -0.6(5.5) | 0.260 |
| | Environment | 7.6(3.3) | -0.5(4.1) | 0.347 |
| | Combined | 7.8(3.7) | -1.4(4.4) | 0.000 |
| Total sugars (g/day) | Control | 75.4(39.4) | +9.1(62.1) | 0.234 |
| | Education | 101.4(49.3) | -6.8(67.3) | 0.295 |
| | Environment | 106.7(59.4) | -4.6(53.6) | 0.476 |
| | Combined | 104.2(48.3) | -11.1(63.0) | 0.004 |
| Fibre (g/day) | Control | 18.5(7.6) | +0.2(11.2) | 0.908 |
| | Education | 19.5(8.2) | -0.2(12.1) | 0.906 |
| | Environment | 20.2(8.1) | -0.4(11.0) | 0.772 |

| | | | | |
|----------------------------------|--------------------|-------------|-------------|-------|
| | Combined | 22.0(10.3) | +0.2(11.9) | 0.855 |
| Nutrition knowledge score | Control (n=61) | 65.9 (10.2) | +1.2 (16.8) | 0.103 |
| | Education (n=94) | 66.9 (12.2) | +2.0 (9.1) | 0.038 |
| | Environment (n=63) | 60.8 (17.3) | +0.9 (10.3) | 0.510 |
| | Combined (n=263) | 69.5 (11.9) | +3.0 (7.6) | 0.000 |

Table 3: Changes in health status from baseline to 7-9 months follow-up in the study workplaces

| Variable | Workplace | Baseline (mean (SD)) | Change from baseline to 7-9 months (mean (SD)) | <i>p</i> -value |
|---------------------------------|-------------|-------------------------|--|-----------------|
| Weight (kg) | Control | 80.3 (15.3) | + 0.5 (2.6) | 0.098 |
| | Education | 82.1 (15.0) | - 0.7 (3.0) | 0.013 |
| | Environment | 82.0 (17.8) | - 0.04 (2.6) | 0.898 |
| | Combined | 83.4 (14.0) | - 0.4 (2.5) | 0.004 |
| BMI (kg/m ²) | Control | 27.6 (4.2) | + 0.2 (0.9) | 0.097 |
| | Education | 27.1 (4.1) | - 0.2 (1.0) | 0.009 |
| | Environment | 28.0 (5.1) | - 0.1 (1.0) | 0.590 |
| | Combined | 27.1 (3.8) | - 0.3 (0.8) | 0.001 |
| Midway waist circumference (cm) | Control | 91.9 (12.3) | + 0.8 (5.9) | 0.274 |
| | Education | 91.3 (12.4) | + 0.1 (4.0) | 0.871 |
| | Environment | 93.4 (10.3) | - 0.7 (3.5) | 0.003 |
| | Combined | 93.5 (10.3) | - 0.7 (3.5) | 0.003 |
| BP: Systolic | Control | 123.4 (15.0) | - 5.7 (11.3) | 0.000 |
| | Education | 123.6 (13.8) | - 7.3 (12.4) | 0.000 |
| | Environment | 121.9 (16.4) | - 2.7 (11.1) | 0.041 |
| | Combined | 120.9 (14.1) | - 1.4 (11.4) | 0.051 |
| BP: Diastolic | Control | 76.8 (10.7) | - 3.6 (9.4) | 0.003 |
| | Education | 75.4 (8.8) | - 3.1 (7.0) | 0.000 |
| | Environment | 75.1 (9.9) | + 0.6 (6.9) | 0.505 |
| | Combined | 75.1 (9.0) | - 0.3 (7.9) | 0.580 |

Table 4: Mean differences at 7-9 months follow-up between the interventions and the control workplace

| Variable | Workplace | Mean difference between I and C ^a | 95% CI ^b | <i>p</i> -value ^c |
|---------------------------------|-------------|--|---------------------|------------------------------|
| Weight (kg) | Education | -1.1 | (-5.2, 3.0) | 0.608 |
| | Environment | +2.3 | (-2.1, 6.8) | 0.299 |
| | Combined | -2.0 | (0.3, -5.8) | 0.303 |
| BMI (kg/m ²) | Education | -0.8 | (-2.1, 0.4) | 0.196 |
| | Environment | +0.3 | (-1.1, 1.6) | 0.711 |
| | Combined | -1.2 | (-2.4, -0.1) | 0.047 |
| Midway waist circumference (cm) | Education | -1.2 | (1.8, 0.5) | 0.480 |
| | Environment | +0.5 | (-3.2, 4.2) | 0.796 |
| | Combined | -1.0 | (-4.3, 2.2) | 0.530 |
| BP: Systolic | Education | -3.7 | (-7.8, 0.4) | 0.080 |
| | Environment | +1.3 | (-3.1, 5.8) | 0.558 |
| | Combined | -2.4 | (-6.7, 1.4) | 0.218 |
| BP: Diastolic | Education | -1.3 | (-4.1, 1.4) | 0.331 |
| | Environment | +2.0 | (-0.9, 5.0) | 0.176 |
| | Combined | +0.6 | (-1.9, 3.2) | 0.633 |
| Total energy intake (kcal/day) | Education | -133.6 | (-326.1, 58.9) | 0.173 |
| | Environment | +121.1 | (-86.9, 329.0) | 0.253 |
| | Combined | -70.6 | (-250.2, 109.0) | 0.440 |
| Total fat (E%) | Education | -2.2 | (-5.0, 0.6) | 0.115 |
| | Environment | -1.5 | (-4.5, 1.5) | 0.338 |
| | Combined | -2.3 | (-4.8, 0.4) | 0.095 |
| Saturated fat (E%) | Education | -1.3 | (-2.7, 0.1) | 0.053 |
| | Environment | -1.8 | (-3.2, 0.3) | 0.017 |
| | Combined | -1.8 | (-3.0, -0.5) | 0.006 |
| Total fat (g/day) | Education | -9.9 | (-20.4, 0.6) | 0.066 |
| | Environment | -0.1 | (-11.5, 11.2) | 0.986 |
| | Combined | -7.7 | (-17.6, 2.0) | 0.120 |
| Saturated fat (g/day) | Education | -4.8 | (-9.2, -0.4) | 0.034 |
| | Environment | -2.7 | (-7.5, 2.0) | 0.261 |
| | Combined | -5.2 | (-9.4, -1.1) | 0.013 |
| Total sugars (g/day) | Education | +7.2 | (-6.9, 21.3) | 0.318 |
| | Environment | +16.4 | (1.2, 31.6) | 0.035 |
| | Combined | +3.5 | (-9.6, 16.6) | 0.601 |
| Salt (g/day) | Education | -0.8 | (-1.9, 0.3) | 0.144 |

| | | | | |
|---------------------------|--------------------|------|--------------|-------|
| | Environment | -0.4 | (-1.6, 0.7) | 0.459 |
| | Combined | -1.3 | (-2.3, -0.3) | 0.010 |
| Fibre (g/day) | Education | -0.1 | (-3.1, 2.9) | 0.923 |
| | Environment | +1.1 | (-2.2, 4.3) | 0.510 |
| | Combined | +2.6 | (-0.2, 5.4) | 0.071 |
| Nutrition knowledge score | Education (n=94) | +1.6 | (-2.7, 5.9) | 0.462 |
| | Environment (n=63) | -5.2 | (-9.9, -0.6) | 0.026 |
| | Combined (n=263) | +4.2 | (0.3, 8.2) | 0.034 |

^a Mean difference between intervention workplaces (education, environment, combined) and control workplace at 7-9 months follow-up, adjusted for age, gender, education, usual working hours and other baseline characteristics (marital status, job position, working schedule, smoking, alcohol and physical activity (numbers rounded >0.5)

^b 95% confidence interval for adjusted differences

^c p value for the adjusted differences