

**EVALUATION FRAMEWORK
for NSW IMPLEMENTATION OF
HEALTHY WORKERS INITIATIVE**



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Introduction

This document presents a framework for the evaluation of the *NSW implementation of the Healthy Workers Initiative* being undertaken as part of the National Partnership Agreement on Preventive Health. The *NSW Healthy Workers Initiative* seeks to address unhealthy lifestyle factors by reaching individuals in the workplace, and supporting behaviour change for healthy lifestyles in and through businesses.

The 2010 NSW Implementation Plan covers three component interventions: *Get Healthy@Work*, *Get Healthy* (Information and Coaching Service) *Engagement Strategy* and a targeted communication campaign. Both the *GetHealthy@Work* and the *Get Healthy Engagement Strategy* target individuals through organisational change. The third component of the initiative comprises communication messages for both employers and employees regarding the benefits of adopting health behaviours and the benefits of promoting health in the workplace, in addition to awareness of the two services.

This document aims to outline proposed approaches for evaluating each of the services and strategies (as they are now described in the current HWI Project and Implementation Plans) in order to provide a framework for decision-making on the evaluation and monitoring strategy for the NSW HWI. This should form a sound basis for determining priorities for evaluation work.

Evaluation context

There are agreed national performance benchmarks for the HWI, and these will be assessed using data on changes related to physical activity, fruit and vegetable consumption and weight status from the NSW Population Health Survey program.

Whilst the national performance benchmarks of the HWI are specifically related to physical activity, fruit and vegetable consumption and weight status, the evaluation of the impact of the NSW Healthy Workers Initiative needs to be extended to other variables. This could include assessment of the proportion of small, medium and large businesses that have health and well-being policies and programs, and the proportion of employers and employees aware of available services and utilising them. Increasing the proportion of businesses with workplace health promotion programs will also require changes to knowledge, attitudes and beliefs regarding promoting health in the workplace. Thus, evaluation components need to cover this wider range of variables.

Ongoing evaluation of the NSW Get Healthy Coaching Service is currently in place and this can be extended to include questions relevant to the HWI, and contribute to evaluation of the *Get Healthy Engagement Strategy*.

As new initiatives, the *Get Healthy @Work Service* and the associated Communications strategies will be more challenging to evaluate. To determine the impact of initiatives on organisational change will require surveying businesses of all sizes across a range of industries and geographical locations. In addition, any such survey needs to reflect the fact that businesses with 100 or more employees account for about 40% of the workforce but only about 1-2% of business units, and that approximately 57% of business units within NSW are non-employing businesses.

This document

This evaluation framework identifies a comprehensive set of evaluation options. The Figure and Tables in this document present an evaluation framework, which is based on the program logic (see Figure 1) and the stated objectives of the NSW HWI (listed in Tables 1 and 2).

Practical considerations

As noted in Table 3B, there is scope for practical economies in conducting evaluations, by incorporating some evaluation indicators and elements into Minimum Data Sets, and by undertaking employer surveys progressively on a segmented basis. Nevertheless, it is recognised that all evaluation components may not be feasible. The priorities will in part depend on the balance of investment and timing of implementation of specific components. Further implementation planning, such as the sequence of implementation in relation to different target groups and the relative resources for different groups, will also influence evaluation emphasis and timing.

Next steps

At this stage in the development of the NSW HWI, it is not appropriate or possible to provide further details of evaluation components. Appendices A and B provide initial suggestions for indicators and information items to be included in 2 of the services' Minimum Data Sets. Further details of evaluation questions and survey administration methods will depend on more detailed implementation planning.

Figure 1: Program logic for the NSW HWI – mapping of key objectives and outcomes with services and strategies described in the NSW HWI Implementation Plan

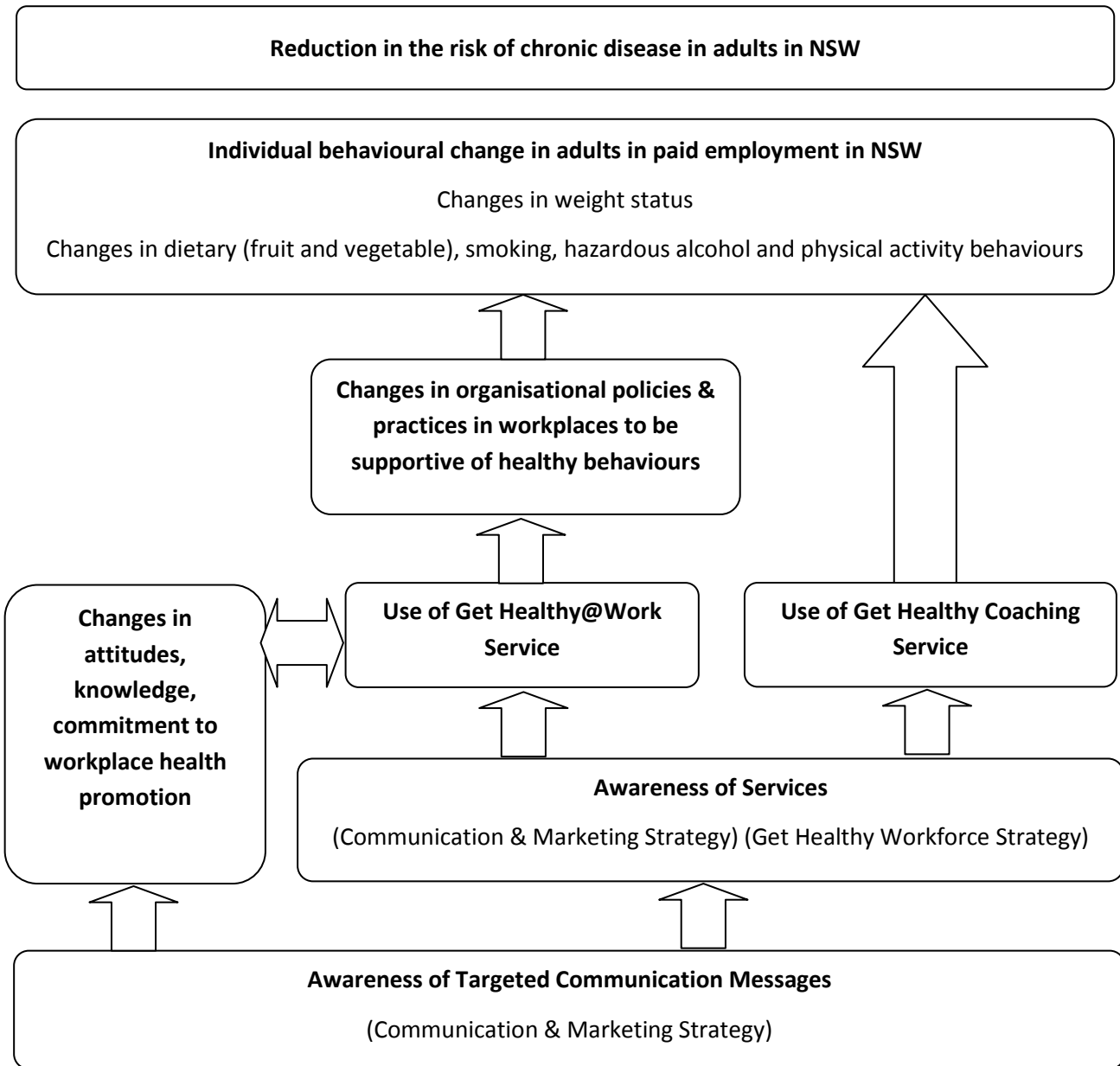


Table 1: Overarching objectives for the NSW HWI

Each objective has been assigned a code to enable cross-referencing between tables.

NSW HEALTHY WORKERS INITIATIVE	
HWI.1	Increased number and proportion of employers overall and from the priority groups that provide health promoting activities , programs, policies or environments that support the key health behaviours related to the Commonwealth performance benchmarks
HWI.2	Increased number and proportion of adults in paid employment overall and from the priority populations who participate in health promoting activities , programs, policies or environments that support the key health behaviours related to the Commonwealth performance benchmarks in their workplace
HWI.3	Increase number and proportion of adults in paid employment who maintain or adopt health behaviours related to the Commonwealth performance benchmarks after enrolling in the Get Healthy Coaching Service as a result of knowing about the service through their workplace .
HWI.4	Increased number and proportion of adults in paid employment overall and from the priority populations who maintain or adopt health behaviours related to the commonwealth performance benchmarks

Table 2: List of short, medium and long term objectives of services and strategies of the NSW HWI as described in the NSW HWI Project Plan and Implementation Plan submitted to the Commonwealth

Each objective has been assigned a code to enable cross-referencing between tables

OBJECTIVES OF THE HEALTHY@WORK SERVICE	
Short Term Objective	
HWS.1	To increase the proportion of employers who contact the service
Medium Term Objectives	
HWS.2	To increase the proportion of employers who receive information and support about implementing best practice workplace health promotion programs through contact with the service
HWS.3	To increase the proportion of employers who use the information, materials and tools provided by the service to implement best practice workplace health promotion programs in their workplace

Long Term Objectives

- HWS.4 Increased proportion of **employers** and their representatives **with workplace health promotion activities**, programs, policies or environmental changes that support employees in key health behaviours **related to the commonwealth performance benchmarks**.
- HWS.5 Increased proportion of **employees who participate in activities** and/or use facilities in the workplace that support the adoption and maintenance of health behaviours **related to the commonwealth performance benchmarks**

OBJECTIVES OF THE GET HEALTHY WORKFORCE STRATEGY**Short Term Objective**

- GHW.1 Increased proportion of **employers** and their representatives that are **aware of the engagement package** for the NSW Get Healthy Information and Coaching Service

Medium Term Objectives

- GHW.2 Increased proportion of **employers** and their representatives that **use the Engagement Package** to promote the Get Healthy Information and Coaching Service to their employees
- GHW.3 Increased proportion of **employees** who are **aware of the NSW Get Healthy** Information and Coaching Service through their workplace

Long Term Objectives

- GHW.4 Increased proportion of **employees** who **contact the NSW Get Healthy Service** as a result of knowing about the Service through their workplace
- GHW.5 Increased proportion of **employees** who **receive information and support**(enroll in coaching) from the **NSW Get Healthy** Information and Coaching Service*as a result of knowing about the Service through their workplace

OBJECTIVES OF THE COMMUNICATION AND MARKETING STRATEGY**Short Term Objectives**

- CMS.1 Increased proportion of **employers** and their representatives are **aware of relevant campaign messages** and the availability of the NSW Healthy @ Work Organisational Support Service
- CMS.2 Increased proportion of **employees** that are **aware of the relevant campaign messages** and the availability of the NSW Healthy @ Work Organisational Support Service and the NSW Get Healthy Information and Coaching Service

Medium Term Objectives

- CMS.3 Increased proportion of **employers** and their representatives who **improve their knowledge, beliefs, attitudes and intentions** in relation to these key messages and services.

CMS.4 Increased proportion of **employees who improve their knowledge, beliefs, attitudes and intentions** in relation to these key messages and services.

Long Term Objectives

CMS.5 Increased proportion of **employers** and their representatives **contact the NSW Healthy @ Work Organisational Support Service**.

CMS.6 Increased proportion of **employees contact the NSW Get Healthy** Information and Coaching **Service**.

OBJECTIVES OF THE SOCIAL INCLUSION STRATEGY

Short term Objectives

SI.1 Increased proportion of **employers** and their representatives from targeted population groups **contact the NSW Healthy@Work** Organisational Support Service.

SI.2 Increased proportion of **employees** from targeted population groups contact the **NSW Get Healthy** Information and Coaching Service.

Medium Term Objectives

SI.3 Increased proportion of **employers** or their representatives from selected business or industry groups **who receive information and support** to deliver workplace health promotion programs or specific activities that best suit the target populations.

SI.4 Increased proportion of **employees that receive support and information** from the NSW Get Healthy Information and Coaching Service.

Long Term Objectives

SI.5 Increased proportion of **employers from targeted populations** report they have **implemented appropriately-tailored health promoting activities**, programs, policies or environmental changes that are appropriate for or specifically target key groups of employees

SI.6 Increased proportion of **employees from targeted populations** who **participate in activities and programs in the workplace** that support the adoption and maintenance of health behaviours related to the commonwealth performance benchmarks.

Table 3A: Objectives of the NSW HWI services and strategies, evaluation questions, indicators and potential data sources

The codes for each objective cross-reference to the listing of objectives in tables 1 and 2 above.

OVERALL OBJECTIVES NSW HEALTHY WORKERS INITIATIVE				
Objectives	Evaluation Questions	Data Source	Indicator	Evaluation Denominator
HWI.1: Increased number and proportion of employers overall and from the priority groups that provide health promoting activities , programs, policies or environments that support the key health behaviours related to the Commonwealth performance benchmarks	Is there an increase in the number and proportion of employers overall and from priority groups in NSW that provide health promoting activities, programs, policies or environments that support the key health behaviours related to the Commonwealth performance benchmarks	Employer Survey Pre / Post Targeted Employer Survey Pre/Post	Number and proportion of employers overall and from priority groups in NSW that provide health promotion activities, programs, policies or environments that support the key health behaviours related to the Commonwealth performance benchmarks	Employers in NSW Employers from priority/targeted groups in NSW
HWI.2: Increased number and proportion of adults in paid employment overall and from the priority populations who participate in health promoting activities, programs, policies or environments that support the key health behaviours related to the Commonwealth performance benchmarks in their workplace	Is there an increase in the number and proportion of adults in paid employment overall and from priority groups in NSW that provide health promoting activities, programs, policies or environments that support the key health behaviours related to the Commonwealth performance benchmarks	Employee Survey Pre/Post OR NSW Population Health Survey modules	The number and proportion of adults in paid employment overall and from priority groups in NSW that provide health promoting activities, programs, policies or environments that support the key health behaviours related to the Commonwealth performance benchmarks	Adults in paid employment in NSW Adults in paid employment from priority/targeted groups
HWI.3: Increase number and proportion of adults in paid employment who maintain or adopt health behaviours related to the Commonwealth performance benchmarks after enrolling in the Get Healthy Coaching Service as a result of knowing about the service through their workplace .	Is there an increase in the number and proportion of adults in paid employment who maintain or adopt health behaviours related to the Commonwealth performance benchmarks after enrolling in the Get Healthy Coaching Service as a result of knowing about the service through their workplace .	Get Healthy Coaching Service Evaluation	The number and proportion of adults in paid employment who maintain or adopt health behaviours related to the Commonwealth performance benchmarks after enrolling in the Get Healthy Coaching Service as a result of knowing about the service through their workplace .	Participants in the Get Healthy Coaching Service enrolling as a result of hearing about the service through their workplace
HWI.4: Increased number and proportion of adults in paid employment overall and from the priority populations who maintain or adopt health behaviours related to the commonwealth performance benchmarks	Is there an increase in the number and proportion of adults in paid employment overall and from priority groups in NSW that adopt of maintain health behaviours related to the commonwealth performance benchmarks as a result of participating in health promoting activities and programs at their workplace	Employee Survey Pre/Post OR NSW Population Health Survey modules.	The number and proportion of adults in paid employment overall and from priority groups in NSW that adopt of maintain health behaviours related to the commonwealth performance benchmarks as a result of participating in health promoting activities and programs at their workplace	Adults in paid employment in NSW Adults in paid employment from priority/targeted groups

HEALTHY@WORK SERVICE				
Objective	Evaluation Questions	Data Source	Indicator	Evaluation Denominator
HWS.1: To increase the proportion of employers who contact the service	What number and proportion of employers in NSW contact the service?	Healthy@Work Minimum Data Set (MDS)	Number and proportion of contacts to the service by employers in NSW	Employers contacting the Healthy@Work Service
HWS.2: To increase the proportion of employers who receive information and support about implementing best practice workplace health promotion programs through contact with the service	What number and proportion of employers in NSW received information and support regarding WHP as a result of contacting the service?	Healthy@Work MDS	Number of employer contacts [§] who then receive information, support	Employers contacting and receiving information and support from the Healthy@Work Service
HWS.3: To increase the proportion of employers who use the information, materials and tools provided by the service to implement best practice workplace health promotion programs in their workplace	What number and proportion of employers contacting the service and receiving support used the information, materials and tools provided by the service to implement WHP programs in their workplace?	Follow-Up Survey of Service Users receiving information, material and tools from the service	Number and proportion of employers receiving information, material and tools from the service who (i) report using the tools and materials in some way; and (ii) implement at least 1 new activity or program in the last 6 months.	Employers contacting and receiving information and support from the Healthy@Work Service
HWS.4: Increased proportion of employers with workplace health promotion activities , programs, policies or environmental changes that support employees in key health behaviours related to the commonwealth performance benchmarks.	What number and proportion of employers contacting the service have workplace health promotion programs, activities, policies or environmental changes to support employees in a healthy lifestyle	Follow up Survey of Service Users	A change in the proportion of workplaces in NSW delivering any WHP programs, activities to support healthy lifestyles in the last 24 months as a result of contacting the service.	Employers contacting and receiving information and support from the Healthy@Work Service
	Is there an increase in the number and proportion of employers overall and from priority groups in NSW that provide health promoting activities, programs, policies or environments that support the key health behaviours related to the Commonwealth performance benchmarks	Employer Survey Pre / Post Targeted Employer Survey Pre/Post	A change in the proportion of workplaces in NSW delivering any WHP programs, activities to support healthy lifestyles in the last 24 months	Employers in NSW Employers from priority/targeted groups in NSW
HWS.5: Increased proportion of employees who participate in activities and/or use facilities in the workplace that support the adoption and maintenance of health behaviours related to the commonwealth performance benchmarks.	Is there an increase in the proportion of employees who participate in healthy lifestyle activities as a result of activities, or facilities in the workplace	In-depth followup Employer survey OR Employee Survey Pre/Post OR NSW Population Health Survey modules	A change in the number of NSW employees (of employers who used the H@W service) who report that they participated in specific healthy lifestyle activities (i) at work; and/or (ii) as a result of programs or facilities in their workplace	Adults in paid employment in NSW Adults in paid employment from priority/targeted groups

GET HEALTHY WORKFORCE STRATEGY				
Objective	Evaluation Questions	Data Source	Indicator	Evaluation Denominator
GHW.1: Increased proportion of employers that are aware of the engagement package for the NSW Get Healthy Information and Coaching Service.	What proportion of employers in NSW report being aware of the engagement package (and/or the NSW Get Healthy Information and Coaching Service?)	Employer Survey Pre / Post Targeted Employer Survey Pre/Post	The number and proportion of NSW employers aware of the engagement package for the NSW Get Healthy Information and Coaching Service	Employers in NSW Employers from priority/targeted groups in NSW
GHW.2: Increased proportion of employers that use the Engagement Package to promote the Get Healthy Information and Coaching Service to their employees.	What number and proportion of employers in NSW obtain and use the engagement package to promote the Get Healthy Information and Coaching Service?	Follow-Up Survey of those sent the Engagement Package OR HWS MDS	The proportion of those sent the engagement package who (i) recall receiving it; (ii) report using it and (iii) the frequency specific components were used.	Employers in NSW who were sent the engagement package Employers from priority/targeted groups in NSW who were sent the engagement package
GHW.3: Increased proportion of employees who are aware of the NSW Get Healthy Information and Coaching Service through their workplace.	What proportion of employees in NSW have heard about the NSW Get Healthy Information and Coaching Service through their workplace	Employee Survey Pre/Post OR NSW Population Health Survey Module	The proportion of employees in NSW who are aware of the NSW Get Healthy Information and Coaching Service through their workplace	Adults in paid employment in NSW Adults in paid employment from priority/targeted groups
GHW.4: Increased proportion of employees who contact the NSW Get Healthy Service as a result of knowing about the Service through their workplace.	What is the number of employees contacting the NSW Get Healthy information and Coaching Service after hearing about it in their workplace	Get Healthy Service Minimum Data Set	The number of individuals contacting the Get Healthy Information and Coaching Service after hearing about it in their workplace.	Adults in paid employment in NSW contacting the Get Healthy Information and Coaching Service
GHW.5: Increased proportion of employees who receive information and support(coaching) from the NSW Get Healthy Information and Coaching Service*as a result of knowing about the Service through their workplace.	What is the number of employees who contact the service who then enrol in the coaching program of the NSW Get Healthy Information and Coaching Service	Get Healthy Coaching Service MDS	The proportion of employees contacting the service who then enroll in the coaching component of the NSW Get Healthy Service The proportion of employees contacting the service who then enroll and complete the coaching component o the NSW Get Healthy Service	Adults in paid employment in NSW contacting the Get Healthy Information and Coaching Service Adults in paid employment from priority/targeted groups contacting the Get Healthy Information and Coaching Service

COMMUNICATION AND MARKETING STRATEGY				
Objective	Evaluation Questions	Data Source	Indicator	Evaluation Denominator
CMS.1: Increased proportion of employers are aware of relevant campaign messages and the availability of the NSW Healthy @ Work Organisational Support Service.	What is the number and proportion of employers and their representatives in NSW who are aware of relevant campaign messages and the availability of the NSW Healthy@Work Service	Employer Survey Post Campaign AND Targeted Employer Survey Post Campaign	Number and proportion of NSW employers (or their representatives) who have unprompted and prompted recall of relevant campaign messages and the NSW Healthy@Work Service	Employers in NSW Employers from priority/targeted groups in NSW
CMS.2: Increased proportion of employees that are aware of the relevant campaign messages and the availability of the NSW Healthy @ Work Organisational Support Service and the NSW Get Healthy Information and Coaching Service.	What is the number and proportion of NSW employees that are aware of relevant campaign messages and the availability of the NSW Healthy@Work Organisational Support Service and the NSW Get Healthy Information and Coaching Service	Employee Survey Post Campaign OR NSW Population Health Survey (Additional Module)	Number and proportion of employees that have unprompted and prompted recall of the relevant campaign messages and the availability of the NSW Get Healthy@Work Organisational Support Service and the NSW Get Healthy Information Service	Adults in paid employment in NSW Adults in paid employment from priority/targeted groups
CMS.3: Increased proportion of employers who report knowledge, beliefs, attitudes and intentions consistent with key messages and services.	What is the number and proportion of employers and their representatives who improve their knowledge, beliefs, attitudes and intentions in relation to the key messages and services	Employer Survey Pre/Following Communication strategy/ Post AND Targeted Employer Survey Pre/following communication campaign/Post	Change in the knowledge, beliefs, attitudes and intentions of employers in relation to workplace health	Employers in NSW Employers from priority/targeted groups in NSW
CMS.4: Increased proportion of employees who report knowledge, beliefs, attitudes and intentions consistent with key messages and services.	What is the proportion of employees and their representatives who improve their knowledge, beliefs, attitudes and intentions in relation to the key messages and services	Employee Survey Pre /Following communication campaign/ Post OR NSW Population Health Survey Additional Module	Change in the knowledge, beliefs, attitudes and intentions of employees in relation to workplace health	Adults in paid employment in NSW Adults in paid employment from priority/targeted groups
CMS.5: Increased proportion of employers and their representatives who contact the NSW Healthy @ Work Organisational Support Service.	What number of employers and their representatives contact the NSW Healthy@Work Organisational Support Service	NSW Healthy@Work MDS	The number and proportion of employers contacting the NSW Healthy@Work Organisational Support Service	Employers contacting the Healthy@Work Service
CMS.6: Increased proportion of employees who contact the NSW Get Healthy Information and Coaching Service.	What is the number of employees contacting the NSW Get Healthy information and Coaching Service	NSW Get Healthy MDS Dataset	The number of individuals contacting the NSW Get Healthy Information and Coaching Service	Adults in paid employment in NSW contacting the Get Healthy Service Adults in paid employment from priority/targeted groups contacting the Get Healthy Service

SOCIAL INCLUSION STRATEGY				
Objectives	Evaluation Questions	Data Source	Indicator	Evaluation Denominator
SI.1: Increased proportion of employers and their representatives from targeted population groups contact the NSW Healthy@Work Organisational Support Service	What is the number and proportion of blue collar workplaces, Aboriginal workplaces and workplace in rural and remote areas contacting the NSW Healthy@Work service?	Healthy@Work MDS	Number and proportion of blue collar, Aboriginal, rural and remote workplaces contacting the NSW Healthy@Work Organisational Support Service	Employers from priority/targeted contacting the Healthy@Work Service
SI.2 Increased proportion of employees from targeted population groups contact the NSW Get Healthy Information and Coaching Service.	What is the number and proportion of employees from blue collar, Aboriginal, rural and remote workplaces contacting the NSW Get Healthy Service?	Get Healthy Coaching Service MDS	Number and proportion of employees from blue collar, Aboriginal, rural and remote workplaces contacting the NSW Get Healthy Service	Adults in paid employment from priority/targeted groups contacting the Get Healthy Service
SI.3: Increased proportion of employers or their representatives from selected business or industry groups who receive information and support to deliver workplace health promotion programs or specific activities that best suit the target populations.	What is the number and proportion of blue collar workplaces, Aboriginal, rural and remote workplaces receiving information and support from the NSW Healthy@Work service?	Healthy@Work MDS	Number and proportion of blue collar, Aboriginal and rural and remote workplaces receiving information and support to deliver workplace health programs	Employers from priority/targeted contacting the Healthy@Work Service
SI.4: Increased proportion of employees that receive support and information from the NSW Get Healthy Information and Coaching Service.	What is the number and proportion of employees from blue collar, Aboriginal, rural and remote services enrolling in the NSW Get Healthy Coaching Program?	Get Healthy Coaching Service MDS	Number and proportion of employees from blue collar, Aboriginal, rural and remote workplaces contacting the NSW Get Healthy Coaching Program	Adults in paid employment from priority/targeted groups contacting the Get Healthy Information and Coaching Service
SI.5: Increased proportion of employers from targeted populations report they have implemented appropriately-tailored health promoting activities , programs, policies or environmental changes that are appropriate for or specifically target key groups of employees	What is the number and proportion of blue collar workplaces, Aboriginal workplaces and workplaces in rural and remote areas contacting the NSW Healthy@Work service?	Targeted Employer survey pre / post Healthy@Work records and follow up survey of service users	Number and proportion of blue collar, Aboriginal and rural and remote workplaces implementing workplace health programs	Employers from priority/targeted groups in NSW
SI.6: Increased proportion of employees from targeted populations who participate in activities and programs in the workplace that support the adoption and maintenance of health behaviours related to the commonwealth performance benchmarks.	What is the number and proportion of employees from blue collar, Aboriginal, rural and remote services participating into healthy living programs in and through their workplace	Employee Survey (post) OR NSW Population Health Survey (Additional Module)	Number and proportion of employees from blue collar, Aboriginal, rural and remote workplaces reporting access to healthy living programs in and through their workplace	Adults in paid employment from priority/targeted groups

§Note: All reporting on outcomes in employers in NSW should include breakdown by industry division, location and business size.

Table 3B: Summary of Potential Data Sources identified in Table 3A above

The codes refer to objectives as identified in Tables 1 and 2.

Data Sources	HWI Overall	Healthy@Work Service	Get Healthy (Coaching) Engagement Strategy	Communication and Marketing Strategy	Social Inclusion Strategy
Employer Surveys					
Pre HWI	HWI.1		GHW.1	CMS.3	
Following Communication Campaign				CMS.1 and CMS.3	
Post HWI	HWI.1		GHW.1	CMS.3	
Targeted Employer Surveys*					
Pre	HWI.1		GHW.1	CMS.3	
Following Communication Campaign				CMS.1 and CMS.3	
Post	HWI.1		GHW.1	CMS.3	
Employee Surveys or POP Health Survey Modules					
Pre	HWI.2 and HWI.4		GHW.3	CMS.4	SI.6
Following Communication Campaign				CMS.2 and CMS.4	SI.6
Post	HWI.2 and HWI.4		GHW.3	CMS.4	SI.6
Healthy@Work					
Healthy@Work Minimum Data Set		HWS.1	GHW.2 [∞]	CMS.5	SI.1 and SI.3 (SI.5)
Healthy@Work Follow Up Employers SENT information only		HWS.2			
Healthy@Work Follow Up Employers receiving info & coaching		HWS.3 and HWS.4			SI.5
Healthy@Work Follow Up Employers receiving info & coaching – in depth study		HWS.5			
Get Healthy (Coaching) Workforce Engagement					
Get Healthy Workforce Engagement, workplace Follow Up Survey	??		GHW.2 [∞]		
Get Healthy Coaching Service Minimum Data Set			GHW.4 and GHW.5	CMS.6	SI.2 and SI.4
Get Healthy Coaching Service Evaluation	HWI.3				

*Large blue collar workplaces, Aboriginal workplaces, Regional workplaces supported by Local Area Network and Training Services

Table 4: Summary of proposed data sources and timeframe

Survey	Timeframe	Comments
NSW Health Population Survey OR Employee Surveys(3 surveys: pre/following comm campaign, post)	(Pre)Use existing 2010 baseline (Comm f/up) TBD (Post) July –Dec 2014	Ongoing; will require additional module(s) of questions at various times preceding, during and following HWI implementation This is a stand-alone alternative to having additional modules in the NSW Population health Survey. An initial version of survey has been implemented 2010. However, likely to be more expensive and complex to continue administration as a stand-alone survey.
Employer Surveys (3 surveys, pre/following communication campaign, post)	(Pre) July2011-June 2012 (Comm f/up) TBD (Post) July-Dec 2014	PANORG is currently undertaking pilot work on employer survey questions and methods of administration. There are challenges for any sample survey as there is no single database for workplaces. This means that any survey may be most feasibly implemented on sub-samples of employers, selected on the basis of industry Division or location, and/or in accordance with the targeted employer groups.
Get Healthy@Work MDS	Ongoing	To be developed when more detail about the Service is known
Follow-up of users of the Get Healthy@Work service	TBD	Incorporate follow-up as part of service delivery and include appropriate MDS items
In depth follow-up of Healthy@Work contacts	TBD	This is optional. However, would provide the opportunity to examine in detail workplaces' responses to inputs from Healthy@Work
Get Healthy Coaching Service MDS and Evaluation	From July 2011	Phase 2 is being evaluated as a separate project, and thus can be excluded from further consideration as part of the HWI, except for the checking of appropriate MDS items.

Note 4.1: Table 4 reflects the following considerations for condensing the potential range of data sources:

- Incorporate the targeted employer surveys as segmented sub-samples within larger employer surveys. Similarly, the employer surveys could be administered progressively to selected sub-samples. The lack of any single available database for workplaces makes this a likely approach.
- The proposed follow-up surveys of employers contacting the Healthy@Work Service and sent the Get Healthy Engagement Package could be conducted as aspects of service delivery, and the identified indicators incorporated within the MDS.

Note 4.2: There is also scope to include additional evaluation items within the proposed set of data sources, such as:

- Any employer follow-up surveys could be specifically conducted and adapted to follow-up:
 - the impact of tailored information and advice provided by the Healthy@Work Service;
 - visits to specific workplaces by the Healthy@Work Service
 - employers' responses to being sent the Get Healthy (Coaching) Engagement Package.
 - employer peak bodies

APPENDIX A: Minimum Data Set for Get Healthy Coaching Service

Data Categories	Questions	Indicators
Origin of Contact	Did you hear about the service through your workplace?	Yes/No
	How did you hear about the Service	Television, Radio, Brochure, poster, etc
	Are you phoning whilst at work?	Yes/No
Industry	What kind of business or service is carried out by your employer/business?	Coded
Occupation	a) What is your occupation in your (main) job?	Coded
	b) What are your main tasks and duties?	
Business Size	Approximately how many people are employed in your (main) place of employment?	Coded
Business Location	What is the postcode of your (main) place of employment?	
Employment Status	Which of the following best describes your employment status?	Working in paid employment (includes full-time, part-time or casual) Self employed Business Owner
	How many hours do you <u>usually</u> work each week in your job (business/farm)?	Fulltime/Part-time
	Did you do any shift work at any time during the last 4 weeks?	Yes/No
Support in workplace	Questions relating to programs, policies and environment in the individual's workplace –to be developed	
Work related Health behaviours	Questions on active transport, participation in activities in and through the workplace – to be developed	

APPENDIX B: Questions for Additional Module in NSW Population Health Survey

Data Categories	Questions	Indicators
Industry	What kind of business or service is carried out by your employer/business?	Coded
Occupation	a) What is your occupation in your (main) job? b) What are your main tasks and duties?	Coded
Business Size	Approximately how many people are employed in your (main) place of employment?	Coded
Business Location	What is the postcode of your (main) place of employment?	
Employment Status	Which of the following best describes your employment status?	Working in paid employment (includes full-time, part-time or casual) Self employed Business Owner
	How many hours do you <u>usually</u> work each week in your job (business/farm)?	Fulltime/Part-time
	Did you do any shift work at any time during the last 4 weeks?	Yes/No
Support in workplace	Questions relating to programs, policies and environment in the individual's workplace –to be developed	
Work related Health behaviours	Questions on active transport, participation in activities in and through the workplace – to be developed	
Awareness of Campaign Messages	To be developed	