



Healthy Workplace Initiatives Program
Departmental Health Challenge

Total Funding Awarded: as per your award notification email



Your Role

By implementing a health challenge you are demonstrating a commitment to wellbeing in your workplace. You are taking an active role in creating healthy and sustainable communities at UBC.

The Benefits of Workplace Health Challenges

- Health challenges that incorporate physical activity have shown positive effects on exercise levels, overall health, burnout and job satisfaction.¹
- Team-based challenges have been proven as very effective methods of creating healthier people and healthier workplaces.²
- Participants who take part in health challenges report higher levels of willingness to improve lifestyle behaviours and a greater self-reported quality of life.³

Approved Uses of HWIP Health Challenge Funding

- Prizes, incentives or trophies (to not exceed \$500)
- Food, catering, cooking classes (not to exceed \$500)
- Promotional material (to not exceed \$100)
- Small equipment purchases (to not exceed \$300)*
 - Includes pedometers but excludes Fitbit/jawbones.
- Room rental fees
- Instructor or facilitator fees
- Workshop costs
- Kick-off/wrap up event
 - Maximum expense/person permitted for hospitality & entertainment: Daytime (up to 6:00pm) \$40/person; Evening \$80/person

¹ States, U., Chen, C., Greenberg, S., Vincent, K. R. & Vincent, H. K. Group Health Challenge: A Catalyst for Improved House Staff Wellness. *PM&R* **6**, S184

² Boyce, R. W., Dyer, E. A., Willett, T. K., Figueroa, J. L. & Jones, G. R. Police weight-loss competition in the United States with gender, age, and job comparisons with health promotion recommendations. *Int. J. Heal. Promot. Educ.* **53**, 204–215 (2015).

³ Health benefits achieved through the Seventh-Day Adventist Wellness Challen...: EBSCOhost. at <<http://web.b.ebscohost.com.ezproxy.library.ubc.ca/ehost/detail/detail?sid=15ec9ea7-fcb1-4d58-aec0-2de58671c7c3%40sessionmgr114&vid=1&hid=105&bdata=JnNpdGU9ZWZWhvc3QtbGl2ZS5yZ29wZT1zaXRl#db=mnh&AN=11076448>>



**all equipment purchased (including pedometers) must remain the property of the hosting department/unit. They must be returned and accounted for at the end of 1 year and cannot remain in the possession of individuals.*

Non-approved uses of this funding

- Operational expenses
 - The hiring of UBC faculty/staff as an instructor, to coordinate or support the program
 - Items that fall within the responsibility of the department to provide
 - Renovations, furniture, artwork or special equipment purchases
- Individual monetary reimbursements for gym memberships/fitness classes/entry fees
- Charitable donations in either an employee's name or the department's name
- The purchase of:
 - Stereo or electronic equipment
 - Fitbits/jawbones or other fitness tracking devices
 - Gift cards or certificates of any denomination (these are considered taxable benefits by the CRA and are not permitted under UBC's purchasing guidelines for gifts/prizes)
 - Small kitchen appliances
- Weight loss/ "biggest loser" based challenges
 - The healthy eating challenge is not created to track weight loss nor be a weight loss challenge⁴.

Implementation Instructions

- Survey potential participants to determine preferences for activities to maximize participation
- Possible challenges:
 - Stair challenge
 - Step/walking challenge
 - Healthy eating challenge
 - Water challenge
 - Get creative!
- Options for implementation:
 - Run each challenge separately for 4-6 weeks over the period of one year

⁴ <https://blog.wellable.co/2017/05/01/facts-vs-fiction-bmi-values>



- Run more than one challenge at once (e.g., healthy eating and water) for 4-6 weeks, followed by a break and then run it again. People can try and beat their scores.
- Run the challenges in teams or for individuals. Alternately, people could track both and prizes can be awarded based on team points and individual points
- Prizing and Awards:
 - Important to award participation and compliance in addition to performance
 - Consider including spirit awards, awards for sticking with the challenge the whole way, awards for most improved, etc....

Examples to Support Implementation

[UBC's Walkabout: 9-week walking program](#)

Information that can be used to run your own!

[Healthy UBC's Pick Your Peak Stair Challenge](#)

Information and details that can be used to run your own!

[Staff and Faculty Sports Day-Vancouver](#)

[Staff and Faculty Sports Day-Okanagan](#)

Best Practices and Additional Resources

[Workplace Health Challenges: How To](#)

[Healthy Activity Ideas](#)

[Take Action Health Challenge Guide](#)

[Globe and Mail 30 Day Health Challenge](#)

[Vij's Kitchen: Faculty of Land and Food Systems \(UBCV\)](#)

[UBC Botanical Gardens- Educational Programs](#)

Supplemental activities

30 Day Online Mindfulness Challenge (Free to UBC staff, faculty UBCV & UBCO)

<http://hr.ubc.ca/mindfulness>



MoveU Crew (UBCV): Looking for a stretch break to add to a long meeting or retreat? Want an enthusiastic guide for a team walk? Book the MoveU Crew for free! <http://www.recreation.ubc.ca/get-moving/moveu-crew/>