

Health Manager – Management Information examples

Programme Summary Report (Dashboard)

Dashboard
Lifestyle
Medical
Organisational health
Illness

Management Information Report

Welcome to the **Management Information Report**. This report contains up to date information about **participation, Key Performance Indicators and Health Metrics** across your target group. The report focuses on giving you descriptions about high risk behaviours or trends that may be of concern within your organisation in a simple and flexible interface.

To get an overview of the current management information the Dashboard information below should help you find areas that require some further study

Involvement of different groups

Click the options below to see which type of people are involved

View by:

Gender

Age

Ethnicity

Female: 115, 50% Male: 116, 50%

Participation by gender, age or ethnicity or sub group e.g. job type, postal region

How to use this report:

This page is the **Dashboard**, you can return here by pressing "dashboard" on the menu above. Other reports on lifestyle, medical, Illness, and Organisation health can also be accessed via the menu. When viewing a report, two dropdown options are available these modify how you see the report information, they are called Filters. These will change the report showing how different factors such as Age or Gender influence health risks. A second filter displays this information in numbers or percentages.

Participation

Information about how the programme is influencing health

A total of **254** People have registered an account

- 87%** of people went on to completed the profile and create a report
- 65%** of people with a report are using lifestyle management programs
- 47%** of people with a report have set a personal health goal
- 97%** of people with a goal have completed 4 weeks of coaching

The Body

- 56%** have a BMI >25 (overweight or obese)
- 19%** are obese
- 33%** have an increased waist size
- 38%** report a chronic health condition

The 2 most common conditions are:

- High Cholesterol
- Blood Pressure

The Mind

- 33%** should be screened for depression
- Problems: Poor sleep
Low energy
- 17%** report high / very high stress outside work
- Problems: Time management
Finances

Lifestyle Choices

- 36%** don't get enough Physical activity
- 59%** do not eat 5 or more fruit and vegetables a day.
- 14%** are smokers
- 10%** drink excessively, and 15% binge drink

The Workplace

- 32%** report high/very high stress at work
- Problems: Workloads
Support and resources
- 24%** don't feel highly satisfied by their work
- 16%** of work time is affected by health

The above "Dashboard" report presents a real-time summary of the Health Manager programme including participation and engagement metrics as well as key health and health behaviour statistics.

Lifestyle Reporting

Sleep


Dashboard
Lifestyle
Medical
Organisational health
Illness

Select the Management Information you need: All information Sleep Physical activity Nutrition Alcohol Smoking

Then select which filter to view the information by: Total population

View information as numbers or a percentage value: Numbers Percentage

Sleep Quality



Category	Percentage
Fully refreshed	2%
Enough to get through the day	48%
Quite tired	44%
Un-refreshed	6%

Prints report in same format as screen layout
Print current report

MI can be reported by total population, demographic subgroup or health categories

Good sleep quality was:

- 26% more likely in Males (compared to Females)
- 4.4 times more likely in the group with Good Emotional wellbeing (compared to the group with Poor Emotional wellbeing)

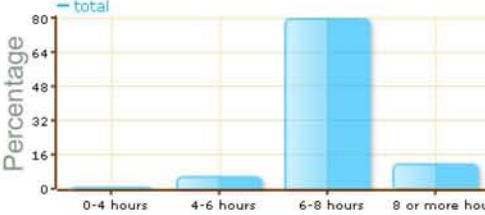
49 % of users reported poor sleep quality.

Poor sleep quality was:

- 27% more likely in Females (compared to Males)
- 2.5 times more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)

Lifestyle report can be viewed by all lifestyle areas or by specific area of interest

Sleep Length



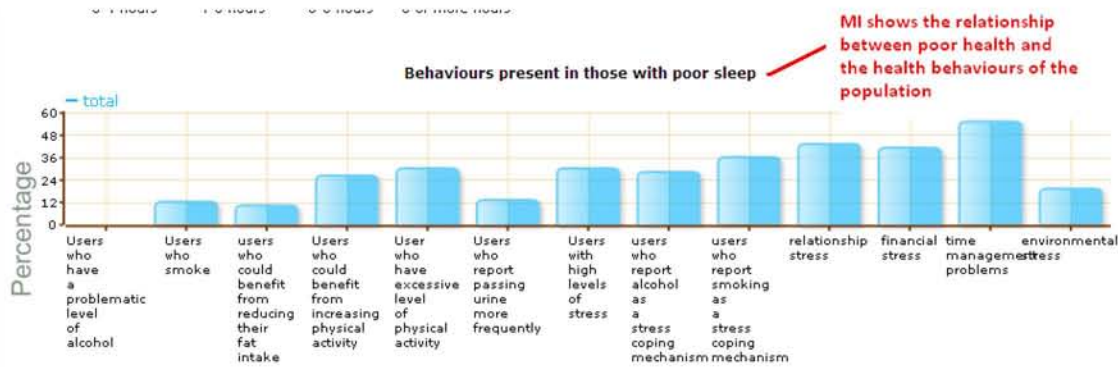
Category	Percentage
0-4 hours	2%
4-6 hours	8%
6-8 hours	80%
8 or more hours	10%

Top 5 issues with poor sleep

The following 5 issues are the most common sleep damaging behaviours in those who reported a poor quality of sleep.

1. time management problems	56%
2. relationship stress	44%
3. financial stress	42%
4. users who report smoking as a stress coping mechanism	37%
5. Users with high levels of stress	31%

Physical Activity



Includes analysis of each key health area and presents the most significant findings and uses Odd Ratios to show the most likely groups to be at higher or lower risk.

This enables health professionals to design interventions to tackle root causes within high risk groups or areas of greatest need.

Physical activity Risk Analysis

36 % of users did not meet the guideline amount of physical activity.

People who met the guideline were:

- 43% more likely in the group with High stress (compared to the group with Low stress)
- 60% more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)

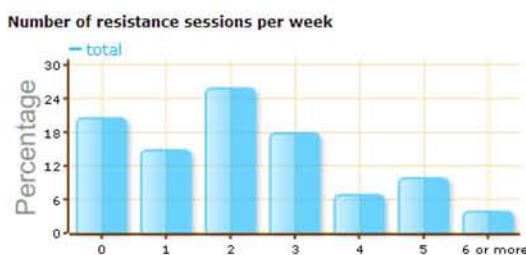
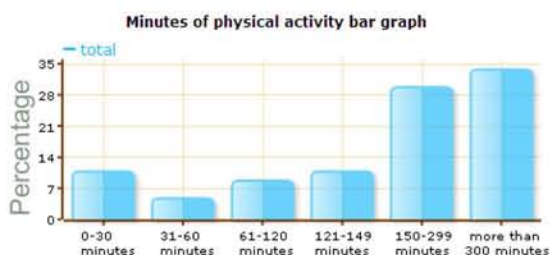
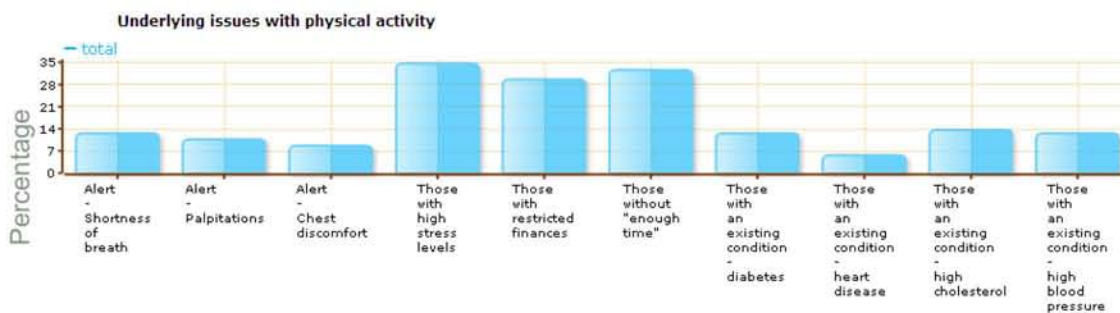
64 % of users met the guideline amount of physical activity.

Low levels of physical activity were:

- 24% more likely in the group with Low stress (compared to the group with High stress)
- 36% more likely in the group with Good Emotional wellbeing (compared to the group with Poor Emotional wellbeing)

Top 5 issues related to low levels of physical activity

1. Those with high stress levels **35%**
2. Those without "enough time" **33%**
3. Those with restricted finances **30%**
4. Those with an existing condition - high cholesterol **14%**
5. Those with an existing condition - high blood pressure **13%**



Nutrition

Nutrition Risk Analysis

Fruit and vegetables



Fruit and vegetables

59 % of users eat Under 5 portions a day.

Under 5 portions a day were:

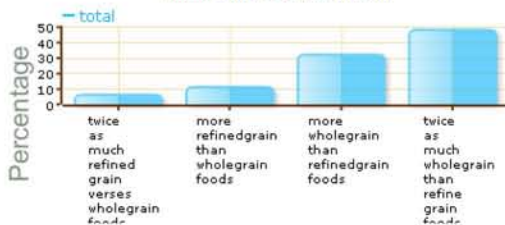
- 25% more likely in Males (compared to Females)
- 35% more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)

41 % of users eat 5 or more portions a day.

5 and over portions a day were:

- 38% more likely in Females (compared to Males)
- 67% more likely in the group with Good Emotional wellbeing (compared to the group with Poor Emotional wellbeing)

Wholegrain vs refined grain



Balance of wholegrain compared to refined grain foods

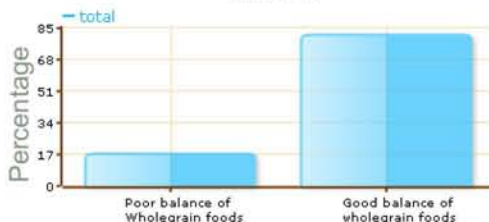
18 % of users have a Poor balance of Wholegrain foods in their diet.

Poor balance of Wholegrain foods were:

- 26% more likely in Males (compared to Females)
- 43% more likely in the Under 45 age group (compared to the Over 45 age group)
- 2.2 times more likely in the Overweight group (compared to the Healthy weight group)
- 45% more likely in the group with High stress (compared to the group with Low stress)
- 98% more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)

Risk Analysis - Poor vs good balance of wholegrain and refined

grain foods

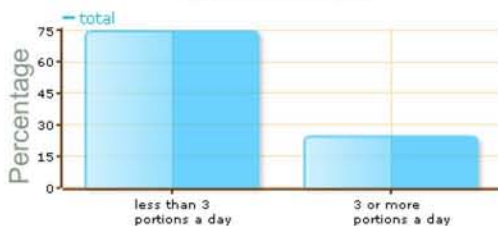


82 % of users have a Good balance of wholegrain foods in their diet.

Good balance of wholegrain foods were:

- 20% more likely in the group with Good Emotional wellbeing (compared to the group with Poor Emotional wellbeing)

3 portions of wholegrain



Recommended 3 portions of wholegrain a day

75 % of users do not eat the recommended 3 portions of wholegrain.

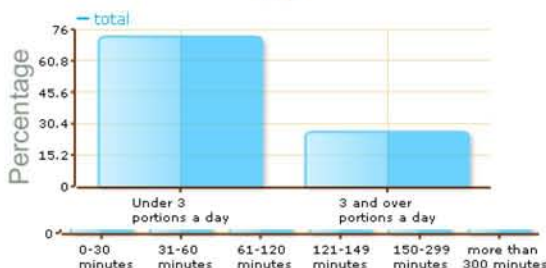
There was very little variation between gender, age, ethnicity, BMI, stress or emotional wellbeing for this variable

25 % of users eat the recommended 3 portions of wholegrain.

3 or more portions a day were:

- 57% more likely in Males (compared to Females)
- 63% more likely in the Healthy weight group (compared to the Overweight group)
- 22% more likely in the group with High stress (compared to the group with Low stress)

Dairy



Recommended 3 portions of dairy a day

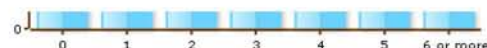
73 % of users do not eat the recommended 3 portions of dairy foods.

There was very little variation between gender, age, ethnicity, BMI, stress or emotional wellbeing for this variable

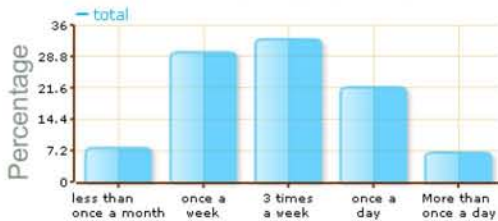
27 % of users eat the recommended 3 portions of dairy foods.

3 or more portions a day were:

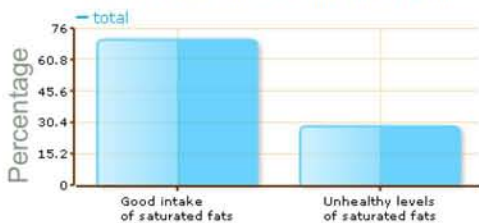
- 47% more likely in the group with Low stress (compared to the group with High stress)



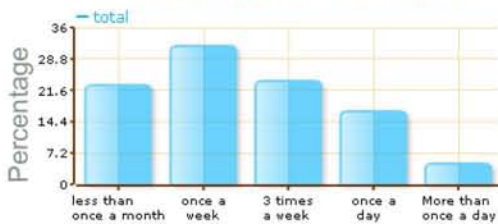
Sources of saturated & trans-fatty acids Food Frequency



Food frequency - low risk and high risk groups



Mono & Poly-unsaturated fats – Food Frequency



Food Frequency – low and high risk groups



Saturated fat - Food Frequency

71 users had an acceptable level of foods high in saturated fats.

Good intake of saturated fats were:

- 20% more likely in the Healthy weight group (compared to the Overweight group)

29 users had an unhealthy level of foods high in saturated fats.

Unhealthy levels of saturated fats were:

- 46% more likely in Males (compared to Females)
- 43% more likely in the Over 45 age group (compared to the Under 45 age group)
- 62% more likely in the Overweight group (compared to the Healthy weight group)

Mono-unsaturated & poly-unsaturated fatty acids - Food Frequency

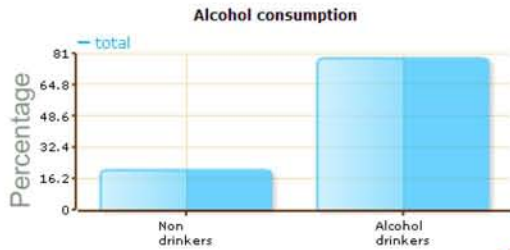
45 % of users had low intakes of foods high in heart healthy fats.

- There was very little variation between gender, age, ethnicity, BMI, stress or emotional wellbeing for this variable

55 % of users had sufficient intakes of foods high in heart healthy fats.

- There was very little variation between gender, age, ethnicity, BMI, stress or emotional wellbeing for this variable

Alcohol



Blue text represents a live link to a detailed report on the comparison group. This is the case throughout the MI system.

Alcohol consumption

21 % of users do not drink alcohol.

Non drinkers were:

- 36% more likely in Males (compared to Females)
- 42% more likely in the Under 45 age group (compared to the Over 45 age group)
- 3.1 times more likely in Black and ethnic minority groups (compared to Caucasian groups)
- 55% more likely in the Healthy weight group (compared to the Overweight group)
- 32% more likely in the group with Low stress (compared to the group with High stress)
- 2.1 times more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)

79 % of users drink alcohol.

Alcohol drinkers were:

- 73% more likely in Caucasian groups (compared to Black and ethnic minority groups)
- 28% more likely in the group with Good Emotional wellbeing (compared to the group with Poor Emotional wellbeing)



Alcohol Intake Risk Analysis.

79 % of users are under the safe drinking limit.

Safe drinkers were:

- 38% more likely in Caucasian groups (compared to Black and ethnic minority groups)
- 24% more likely in the group with Good Emotional wellbeing (compared to the group with Poor Emotional wellbeing)

11 % of users are on the maximum safe drinking limit.

Drinkers on the safe limit were:

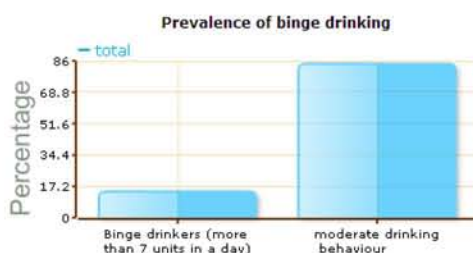
- 34% more likely in Females (compared to Males)

- 2.2 times more likely in the Under 45 age group (compared to the Over 45 age group)
- 40% more likely in Caucasian groups (compared to Black and ethnic minority groups)
- 34% more likely in the Overweight group (compared to the Healthy weight group)
- 51% more likely in the group with High stress (compared to the group with Low stress)
- 67% more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)

10 % of users are over the safe drinking limit

Drinkers over the safe limit were:

- 25% more likely in Females (compared to Males)
- 2.9 times more likely in the Over 45 age group (compared to the Under 45 age group)
- 4.3 times more likely in Black and ethnic minority groups (compared to Caucasian groups)
- 72% more likely in the Overweight group (compared to the Healthy weight group)
- 30% more likely in the group with High stress (compared to the group with Low stress)
- 2.2 times more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)



Binge drinking risk analysis

15 % of users drink 7 or more units in a single day each week.

Binge drinkers were:

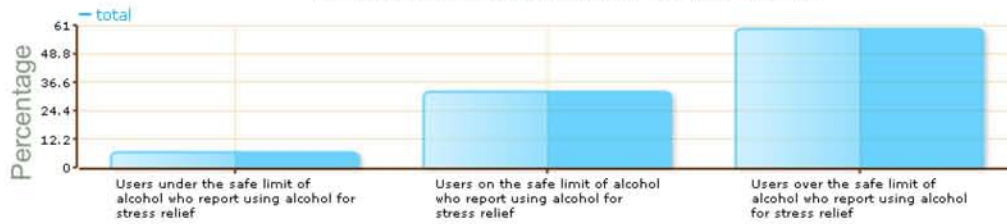
- 35% more likely in the Over 45 age group (compared to the Under 45 age group)
- 55% more likely in the group with High stress (compared to the group with Low stress)
- 2.4 times more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)



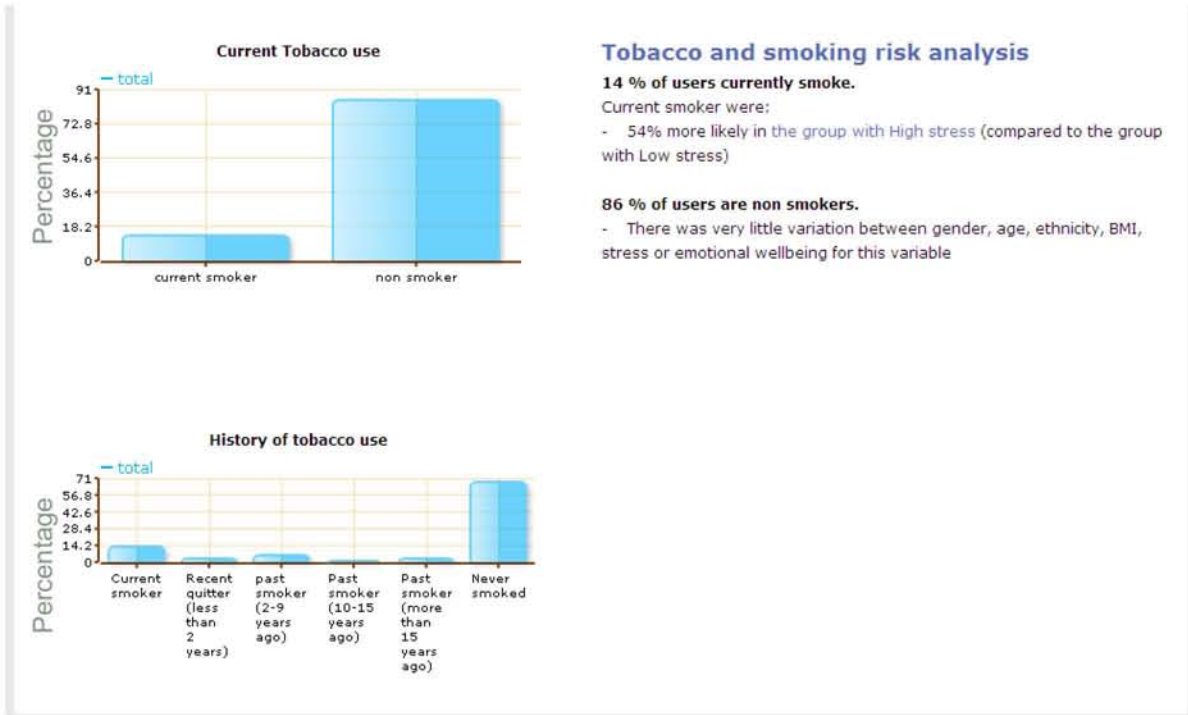
85 % of users have moderate drinking behaviours.

- There was very little variation between gender, age, ethnicity, BMI, stress or emotional wellbeing for this variable

Alcohol as a stress coping mechanism shown by alcohol intake



Smoking





Organisational Health

The organisational health report looks at the potential impact of poor emotional and physical health on the productivity of the workforce. It uses a validated study the “Work Productivity and Activity Impairment” (WPAI) developed by Reilly Associates as its basis for quantify such impact and seeks to quantify, in approximate terms, the cost of ill health through (self reported) absenteeism and presenteeism.

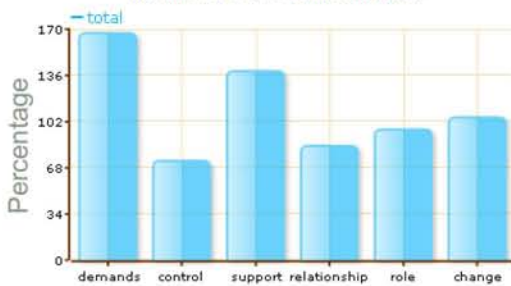
Organisational Health also looks at work related stress and stress outside of work as well as job satisfaction and how health and health behaviours impact upon them.

Stress and Job Satisfaction



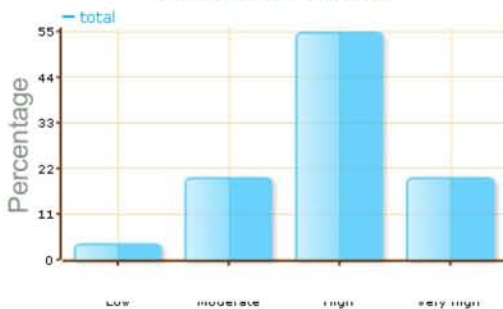
- 7 Not having a say in how you meet deadlines or other demands 7%
- 8 Being allocated menial tasks not fitting to your position 7%
- 9 Colleague or manager who regularly ignores you or what you have to say 5%
- 10 Being 'blocked' from receiving training you need for helping you do your work 4%
- 11 Being asked to stop a task and start another without adequate explanation 4%
- 12 Colleague or manager humiliating you in private or in the presence of others 3%

Six causes of stress in the workplace



Analysis only highlights significant trends or comparisons with a 20% or greater difference, thus focusing on the key priorities or most pertinent observations

Self reported job satisfaction



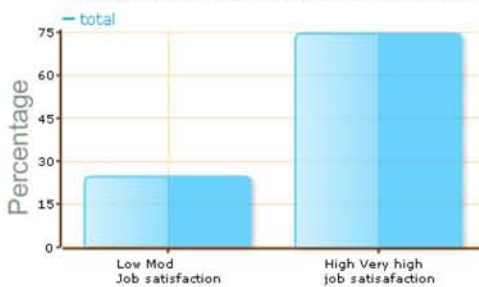
Job Satisfaction Risk Analysis

25 % of users reported low or moderate satisfaction with their employment.

low or moderate levels of job satisfaction were:

- 2.8 times more likely in Females (compared to Males)
- 55% more likely in Black and ethnic minority groups (compared to Caucasian groups)
- 2.4 times more likely in the group with High stress (compared to the group with Low stress)
- 3.6 times more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)

Job satisfaction - low and high satisfaction groups



75 % of users reported high or very high satisfaction with their employment.

High or very high levels of job satisfaction were:

- 35% more likely in Males (compared to Females)
- 38% more likely in the group with Low stress (compared to the group with High stress)
- 74% more likely in the group with Good Emotional wellbeing (compared to the group with Poor Emotional wellbeing)

Five causes of low job satisfaction





Risk Analysis of stress outside of the workplace.

83 % of users reported low home stress.

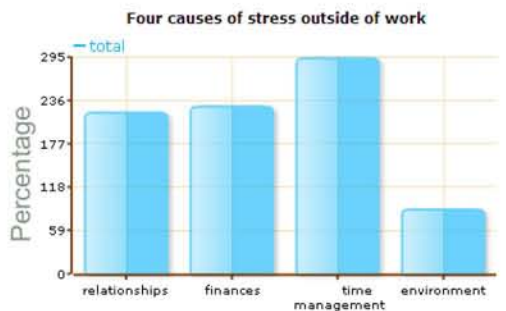
Low home stress was:

- 33% more likely in Caucasian groups (compared to Black and ethnic minority groups)
- 85% more likely in the group with Low stress (compared to the group with High stress)

17 % of users reported high home stress.

High home stress was:

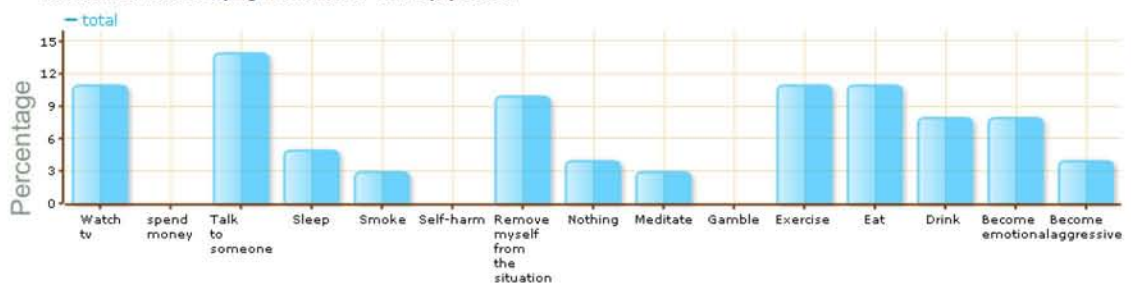
- 2.4 times more likely in Black and ethnic minority groups (compared to Caucasian groups)
- 39% more likely in the Healthy weight group (compared to the Overweight group)
- 33.2 times more likely in the group with High stress (compared to the group with Low stress)
- 66% more likely in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)



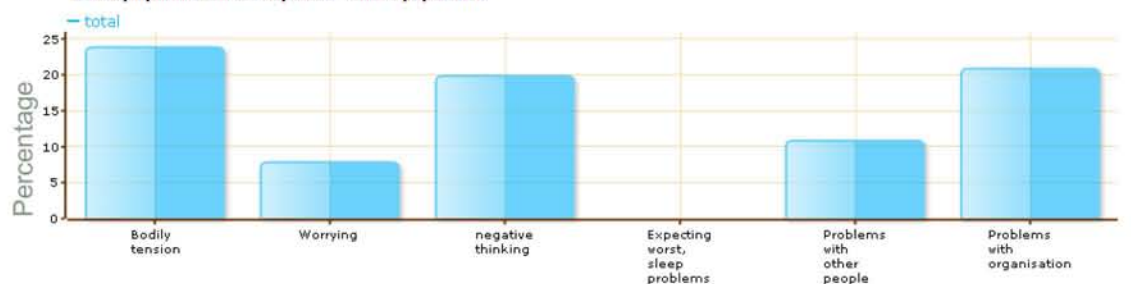
Non working adults - Percentage of time effected by poor health



Most common stress coping mechanisms - entire population



Main symptom of stress reported - entire population





Health Productivity

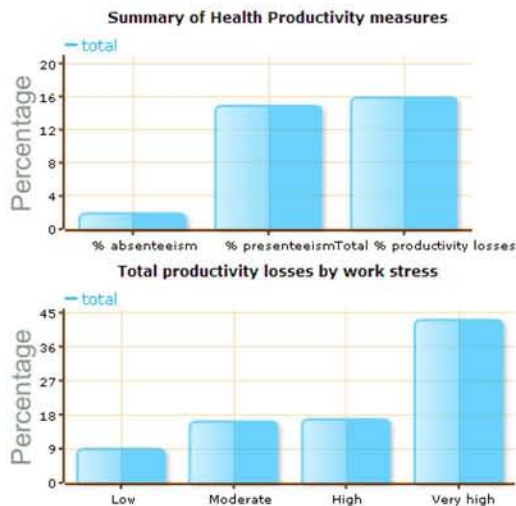
Health Productivity

Measurement of business productivity is complex and cannot be completed by a health assessment alone.

The information in this report is to subject certain limits; that the participants represent a good mix of the total workforce; that participants answer questions fairly; the measurements only ask about health and its impact on productivity.

It can relate health behaviours to lower productivity, but it cannot confirm if these are directly responsible for productivity losses.

The measurement is a "snapshot" of the 7 days preceding an assessment which allows for an understanding of health and productivity within your organisation and to identify the "hotspots" to be targeted in terms of behaviours and areas of your organisation.



Important Terms

Absenteeism: Percentage of time absent from work due to health/illness

Presenteeism: Percentage of time spent at work negatively affected by health

Total Productivity Losses: Combination of Absenteeism & Presenteeism which impacts on overall productive time, or put another way, total productivity losses is the total percentage of payroll costs which has been effected by illness and sub-optimal health.

Productivity Risk Analysis

Total productivity losses: 16% of total work time is negatively affected by health.

Productivity losses were:

- 2.3 times higher in Females (compared to Males)
- 24% higher in the Under 45 age group (compared to the Over 45 age group)
- 72% higher in the group with High stress (compared to the group with Low stress)
- 2.9 times higher in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)

Absenteeism: Users reported a total of 2% of work time absent the week preceding completing the survey

Absenteeism was:

- 85% higher in Females (compared to Males)
- 2.8 times higher in the Under 45 age group (compared to the Over 45 age group)
- 78% higher in the Overweight group (compared to the Healthy weight group)
- 47% higher in the group with Low stress (compared to the group with

High stress)

- 35% higher in the group with Good Emotional wellbeing (compared to the group with Poor Emotional wellbeing)

Presenteeism: Of time spent at work, 15% of this is not as productive as usual due to the effects of sub-optimal health

Presenteeism is:

- 2.4 times higher in Females (compared to Males)
- 87% higher in the group with High stress (compared to the group with Low stress)
- 3.3 times higher in the group with Poor Emotional wellbeing (compared to the group with Good Emotional wellbeing)

Total productivity losses by health risks

The following health risks are ranked by total productivity loss.

Click a group below to view how productivity changes

BMI

- Fruit and vegetable intake
- Job Satisfaction
- Physical activity
- Sleep
- Emotional wellbeing
- Binge drinking





Total Productivity losses in your population / by organisational structure.

Please select the staff group that best

suits your role

- Nursing and Midwifery	15%
- Management	8%
- Admin and Clerical	11%
- Medical	10%
- Allied Health Professional	14%
- Clinical Support	8%
- Non Clinical Support	19%
- I prefer not to answer	11%

Please select your area of work

- Community Health Services	11%
- Commissioning & Corporate	11%
- I prefer not to answer	16%

Please select your banding

- Bands 1 – 3	14%
- Bands 4 – 5	15%
- Bands 6 – 7	10%
- Bands 8a and above	9%
- Medical	15%
- Director	0%
- I prefer not to answer	6%

This shows an example of productivity losses across job role, work area and pay grade