



Healthy Workplace Initiatives Program
Departmental Health Challenge

Total Funding Awarded: \$2500

UBC Human Resources
604-822-8762
www.hr.ubc.ca/health



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 and catering (not to exceed \$500)
- Promotional material (to not exceed \$100)
- Small equipment purchases (to not exceed \$300)*
 - Includes pedometers (excl. fitbits/jawbones etc.)
- Room rental fees
- Instructor or facilitator fees
- Workshop costs
- Kick off/wrap up event

**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.*

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=JnNpdGU9ZWZWhvc3QtbGl2ZS5yY29wZT1zaXRI#db=mnh&AN=11076448>>



Non-approved uses of this funding

- Operational expenses
 - Hiring of faculty/staff to coordinate or support the program
 - Items that fall within the responsibility of the department to provide
 - Renovations, furniture, artwork or special equipment purchases
- The purchase of 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).
- The purchase of stereo or electronic equipment
- The purchase of fitbits/jawbones and other fitness tracking devices
- Individual monetary reimbursements for gym memberships/fitness classes/entry fees
- Charitable donations in either an employee's name or the department's name

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
 - 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 prizing 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](#)

UBC Vancouver: MoveU Crew: suzanne.jolly@ubc.ca

The **MoveU Crew** coordinates and delivers guided movement breaks and walks on campus. Looking for a stretch break to add into a long meeting or retreat? Want an enthusiastic guide for a team walk? Book the MoveU Crew for free!

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

Write this on your calendar and register to compete!

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](#)

[Nourish Café Cooking Classes-Vancouver](#)

[Fitcity Tours-Vancouver](#)