

Northwestern Health Unit



## Series 3 - Nutrition in the Workplace

### Part D: Nutrition and Food Policies in the Workplace



# Introductions

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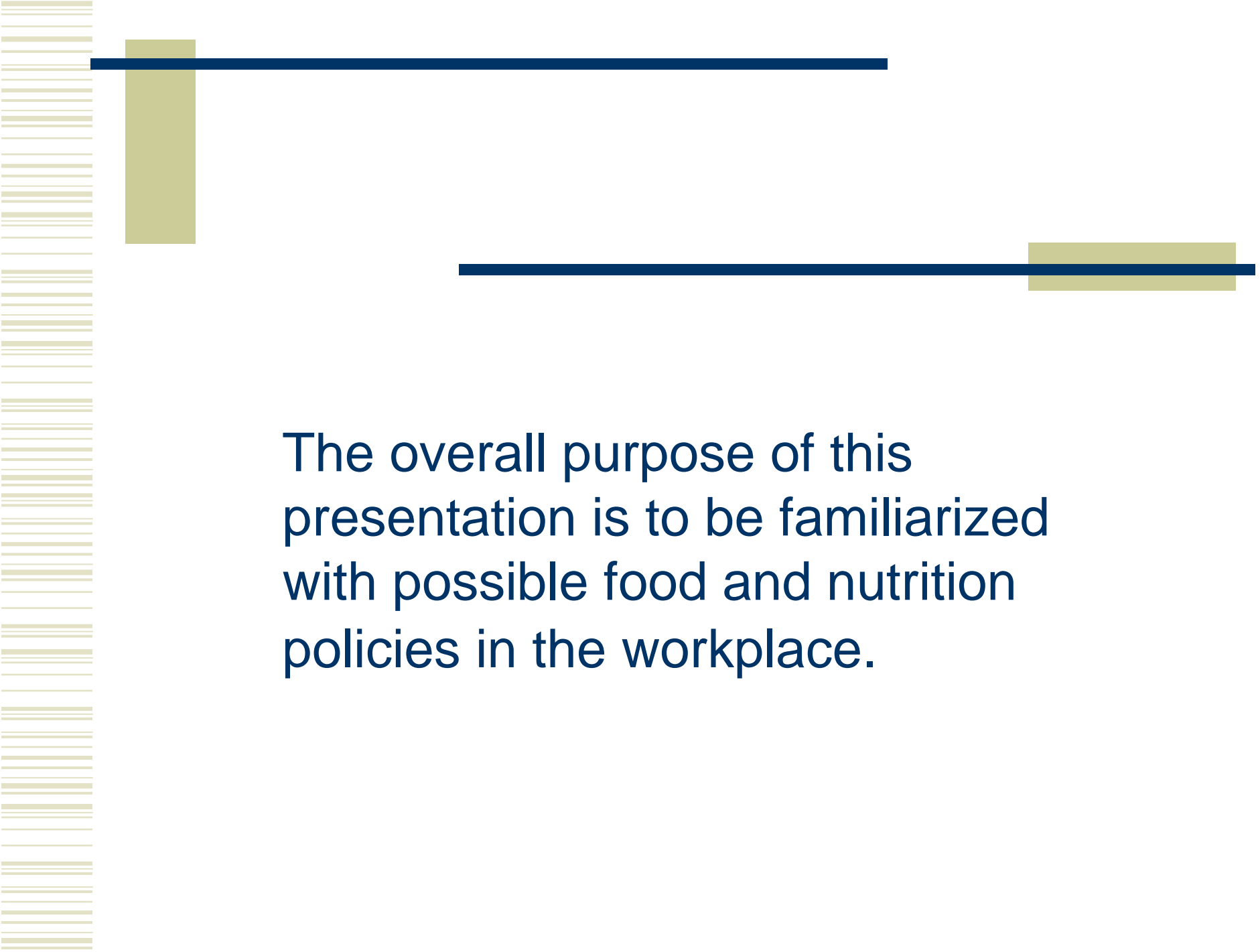
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# Audio and PPT

This presentation is part D of a series by the Northwestern Health Unit.

Should you choose, an audio presentation accompanies these slides. Please follow along.

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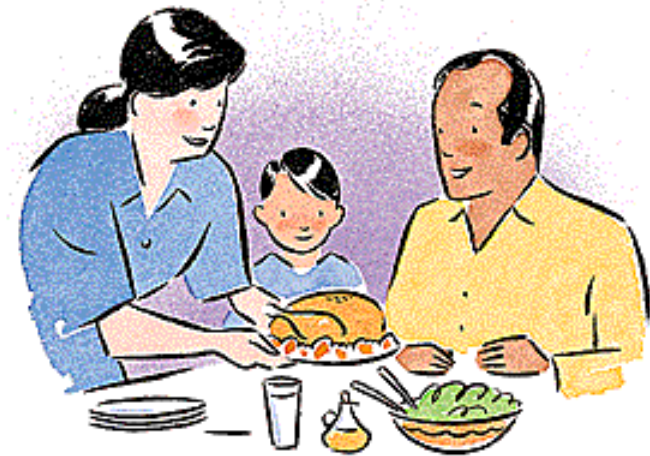
The overall purpose of this presentation is to be familiarized with possible food and nutrition policies in the workplace.



# Discussion Topics

- Definition of health
- Definition of policy
- Advantages of a policy
- Steps to creating a food and nutrition policy
- Sample food and nutrition policies

# Definition of Health





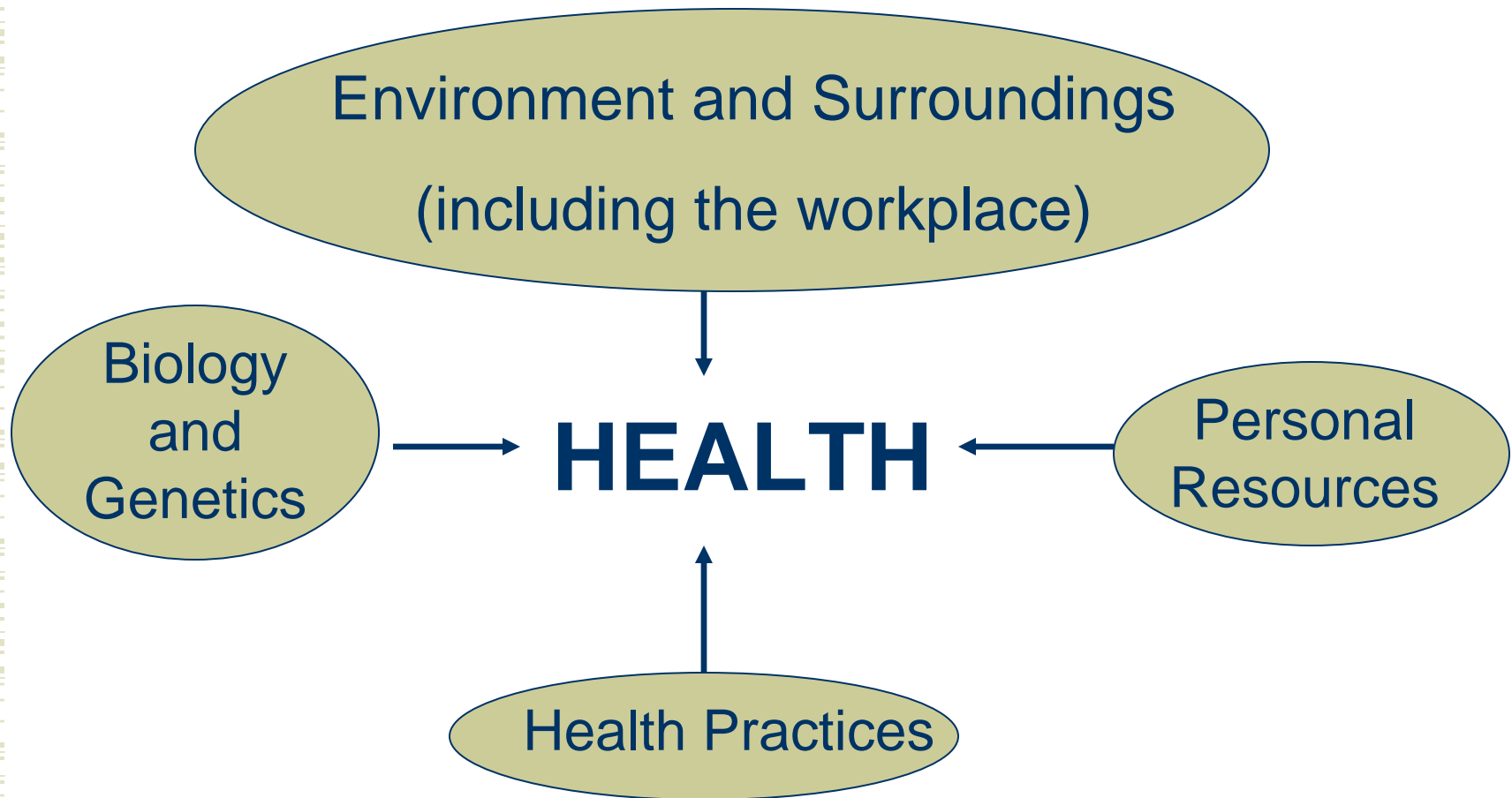
# Health



“is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”

World Health Organization (2007)

# What Influences Our Health?



# Definition of Policy





# Policy

“is a plan, course or method of action that has been deliberately chosen and that guides or influences future decisions of an organization”

# Advantages of a Policy



# Advantages of a Policy

1. Commitment
2. Mechanism for Change
3. Context
4. Durability
5. Ensuring health and safety
6. Clarification



# 1. Commitment

- A policy allows an organization to state its commitment to the health of everyone in the workplace.
- Employees
- Customers
- Visitors



## 2. Mechanism for Change

- A policy can be a way to change the organizational culture. It can help key decision-makers achieve their vision of a **healthier organization**.



## 3. Context

- A policy provides a framework or context within which actions can be planned to deal with particular health issues.



## 4. Durability

- A policy tends to be long-lasting so that even when key people change, policy usually out-lasts them.



# 5. Ensuring health and safety

- A policy helps to ensure that health and safety requirements are met.



## 6. Clarification

- A written policy is less open to misunderstanding than a verbal statement.



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# Steps to Creating a Food and Nutrition Policy



# Getting Started...

## The 8 Key Steps:

**Step 1:** Identify problem

**Step 2:** Assess workplace capacity and readiness to determine: “Is policy an appropriate strategy?”

**Step 3:** Develop goals, objectives and policy options



# 8 Key Steps

**Step 4:** Identify decision-makers and influences

**Step 5:** Build support for policy

**Step 6:** Write and/or revise the policy



# 8 Key Steps

**Step 7:** Implement policy

**Step 8:** Evaluate and monitor the policy on an ongoing basis



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# Sample Food and Nutrition Policies



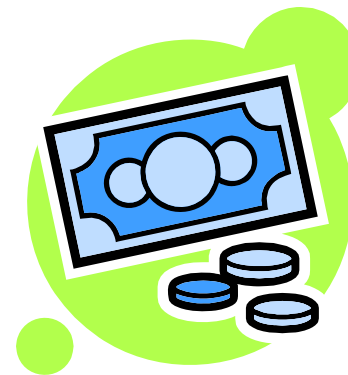
# Sample Policy #1

- Healthy food and beverage choices will be available daily in the cafeteria, and vending machines throughout the building and at any business meeting /function where food is served.



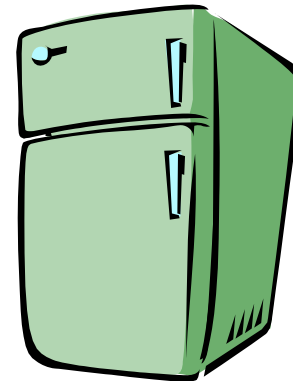
# Sample Policy #2

- Healthy food and beverage choices will be available at comparable or lower cost than other choices.



# Sample Policy #3

- Employees will have access to an eating area that is clean and attractive, to encourage employees to eat away from their workspace.



# Sample Policy #4

- Employees will have frequent access to educational sessions/programs and resources on healthy eating.



# Policy Pointers

- **Develop a Policy Development Checklist**

	<b>Activity</b>	<b>Done (X)</b>
1.	<b>Nutritious food defined.</b>	<b>X</b>
2.	<b>Less nutritious food defined.</b>	<b>X</b>
3.	<b>Staff understands definitions</b>	<b>X</b>
4.	<b>Policy is widely publicized and communicated.</b>	
5.	<b>Nutritious food is competitively priced and readily available</b>	<b>X</b>

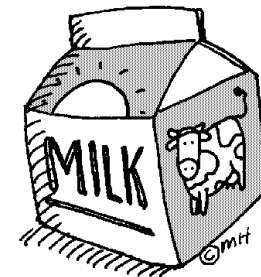
# Policy Pointers

- **Develop a Healthy Eating Checklist**

For example:

## **Beverages**

- have lots of fresh water
- have pure 100% fruit juice
- offer 2%, 1% or skim milk





## **For more information...**



on **sample documents of nutrition policies**  
download the Guide to Nutrition Promotion in  
the Workplace at:

[http://action.web.ca/home/nutritio/attach/  
Nut%20Promo%20Guide.pdf](http://action.web.ca/home/nutritio/attach/Nut%20Promo%20Guide.pdf)



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# References

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Sources used to complete this presentation include:

- Developing a Comprehensive Health Policy: Why and How. A Guide For The Workplace. Health Canada. March 1998.
- Guide to Nutrition Promotion in the Workplace. Nutrition Resource Centre. Ontario Public Health Association. June 2002.
- Roadmap to Policy Development. The Health Communication Unit, at the Centre for Health Promotion. University of Toronto. 2004.
- Policies in Action. Ontario Heart Health Resource Centre and the Nutrition Resource Centre. 2002.