



# Work health fitness and wellbeing blueprint





# Work Health Fitness and Wellbeing



**Our aim** is to have the fittest, healthiest staff and the lowest workers accident insurance premiums of any comparable workplace in Australia.



**Our goal** is **ZERO** claims for personally-generated body system dysfunctions.



We measure, manage and monitor the risks likely to be associated with workers compensation claims, particularly those relating to musculo-skeletal and mental health.

We are committed to doing whatever it takes to

- provide our staff with a safe and healthy work environment
- keep staff informed with health, fitness and wellbeing resources
- assist and encourage our staff to keep themselves in **work-fit condition**
- ensure that staff injured in workplace accidents are given the best possible chance of restoring poor function to good, in the shortest possible time.

We are reluctant to pay for passive therapeutic treatments for people who are suffering from personally-generated metabolic, musculo-skeletal and mental health dysfunctions.

CEO

## Work Health, Fitness and Wellbeing Blueprint

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August 2024

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**This booklet has been prepared as if it were that of a corporate organisation.**

The \$64,000 question: are you keeping yourself fit and healthy to the best of your ability?

# HEALTH, FITNESS AND WELLBEING

## HARD TALK

There are a number of issues relating to fair and sustainable workers compensation arrangements that need to be addressed by insurers, their premium holders and individual employees.

1. The health, fitness and wellbeing of the community is in decline. This is affecting workplaces.
2. People suffering from personally-generated metabolic, musculo-skeletal and mental health dysfunctions want someone else to pay for their treatment – and time off work. Due to current workers compensation insurance arrangements, corporate organisations have become sitting ducks.
3. Workers compensation was originally designed to either rehabilitate or compensate workers for work-related accidents and incidents. The system has morphed into a quasi-health insurance scheme, with claims being made (and accepted) for non-work-related, personally-generated, body system dysfunctions.
4. It's in the interests of employers to encourage their staff to keep themselves fit and healthy to the best of their ability. Plus there is an imperative to reduce the number of workers compensation and sick leave claims – in particular fending off claims from people who haven't had an accident or workplace incident. Organisations must know which staff have pre-existing conditions.
5. As a condition of eligibility for workers compensation insurance, organisations must know which staff are in poor physical condition, particularly those lacking lack strength and flexibility. Organisations need to set in motion a process of assisting staff to improve their metabolic, musculo-skeletal and mental health.
6. It's in the interests of employees to keep themselves in work-fit condition. Number 1 reason? they feel better, they have more energy and vitality. Number 2 reason? they are less likely to experience metabolic, musculo-skeletal and mental health distress.
7. A distinction needs to be made between what is a sickness (with guaranteed sick leave entitlements), what is a work-related injury (with workers compensation entitlements) and what is a personally generated body system dysfunction (for which there is no reason to be compensated by an employer).
8. The vast majority of corporate organisations don't continuously measure, manage or monitor the health, fitness and wellbeing of their staff. They don't have a good handle on pre-existing conditions.
9. Workers compensation premiums are not rated against risk. Workers compensation insurers don't measure risk, (neither do they demand that their premium holders do so). They are, for all intents and purposes, **escrow agents**. Organisations need to manage the risk themselves.
10. Organisations have to measure, manage and monitor the risk themselves and provide evidence when it comes to supporting or not supporting claims. It's their money that's at stake, not that of the insurer.
11. Based on the principle that an insurance is not an insurance unless premiums are rated against risk, it's imperative the workers compensation insurance premiums are rated against both personal and organisational risk. As an aside, deleting the word 'compensation' from workers compensation insurance would reduce the expectation of an entitlement – like a \$500,000 payout for a crook back.
12. When it comes to psycho/social issues, there are two things organisations need to be aware of – those that are personally generated and those that are caused by poor management. It's in the interests of organisations have in place, from the bottom to the top, procedures for dealing with workplace-generated employee dissatisfaction – and ensure that staff have access to personal development training.



# Work Health Fitness and Wellbeing

## INTRODUCTION



### THE WORK HEALTH FITNESS AND WELLBEING DILEMMA

One of the great work health and safety dilemmas is how to successfully manage a workplace culture that has failed to come to grips with a workforce that has increasingly become prone to personally-generated body system dysfunctions.

For all intents and purposes what's happening in the workplace mirrors what's happening in the community. You just have to look around you to see that *'the softening process of our civilization continues its persistent erosion.'* (John F Kennedy 1960)

We've reached the point where in many industries, claims relating to poor health – metabolic, musculo-skeletal and mental - now exceed claims relating to accidental injury.

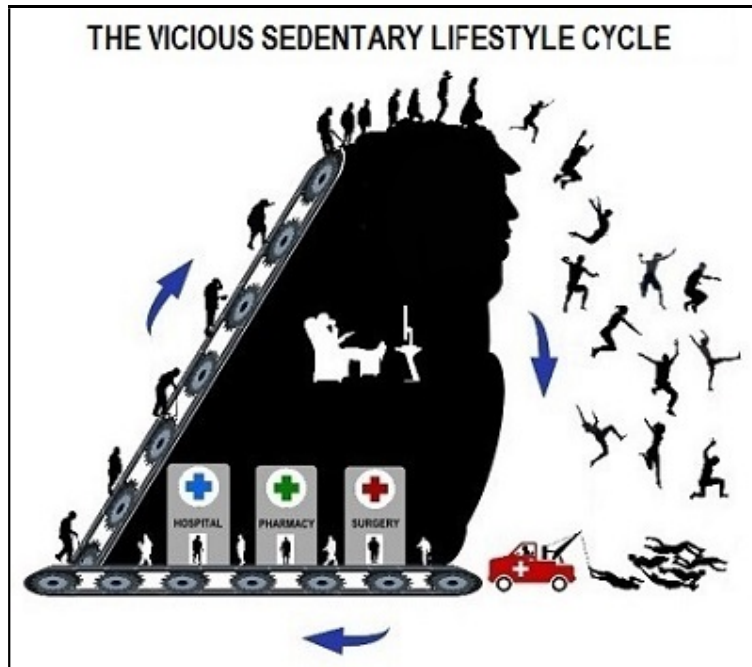
Think about it: how can anyone injure themselves sitting in a cage 2m square, typing reports, answering the phone – or turning a steering wheel? Whilst these are extremely safe workplaces we still need people to be in work fit condition.

On the other hand, there are aspects of our work that are dangerous and require people to be in exceptionally good physical condition, for their own safety.



**Our vaulting ambition is to be an organisation that  
is proud to employ fit and healthy people.**

## REACTIVE MEDICINE



The sedentary lifestyle is the highway to personally-generated metabolic dysfunction.

In recent times too many organisations have employed people in poor physical condition. A medical exam (that includes fogging up a mirror and reacting when hit on the knee with a tack hammer) is no longer sufficient to determine work-fit condition.

In the reactive medicine model, people falling 'off the cliff' require ambulances at the bottom of the cliff ready to:

- pick them up
- place them on the therapeutic treadmill and
- recycled them through a process that includes the surgery, pharmacy, hospital and a range of manipulative therapy rooms. Once they are patched up, they ride the escalator back up to the top of the hill.

The reactive medicine model costs organisations and their staff tens of thousands of dollars in presenteeism, unplanned absences and workers compensation claims.

It's an out-dated and unsustainable work health model.

It's a big ask expecting people to be healthy without keeping themselves fit. It's an even bigger ask expecting them to get better by having someone to do something to them, sooner or later they have to do something to themselves.

Medicine doth not save us from ourselves.  
Johannes Molarious

## PRO-ACTIVE HEALTH, FITNESS AND WELLBEING



### We pride ourselves of employing people in work-fit condition.

We give our staff every encouragement to maintain their health, fitness and wellbeing throughout their employment in our organisation by encouraging them to do the things that fit and healthy people do to keep themselves fit and healthy. We want our staff to leave in good physical and mental condition whether it be for employment elsewhere or to retire.

We have widened the scope of primary health care to include, fitness, diet, counselling...

We use tech-health devices and software to monitor progress, in particular the Fitbit health, fitness and wellbeing system.

We've installed a firewall to stop the personally-generated body system dysfunctions from becoming work-related injuries.



## MANAGING OURSELVES

We place great emphasis on assisting our staff to manage their own health, fitness and wellbeing.



Modern medicine is a wonderful thing but there are two problems: people expect too much of it and too little of themselves.  
Donald Ardell





**We take metabolic fitness seriously.**

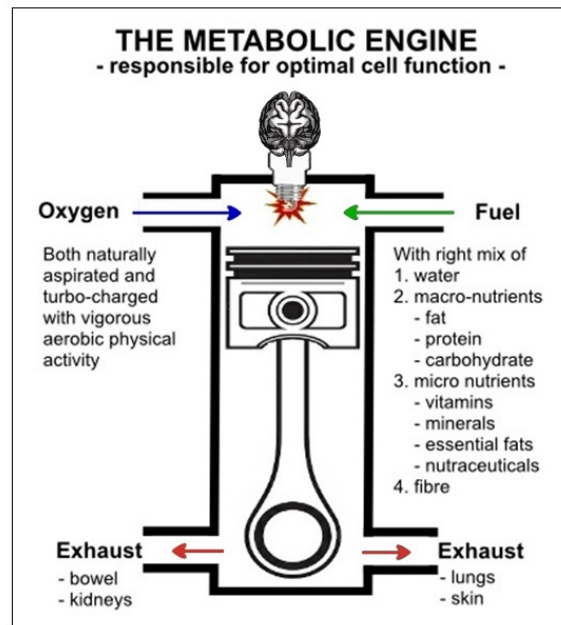
**AEROBIC FITNESS – DIET – CHEMICAL INTAKE**

We're in an era when there is an epidemic of metabolic dysfunction. It's recognised by its symptoms.

- aerobically unfit
- obesity
- high blood pressure
- depression
- sleeplessness
- diabetes
- elevated blood fats
- snoring
- sleep apnoea
- headache
- tired, lacking energy
- low libido
- cardiac insufficiency
- irritable bowel ...

We're not talking about a disease, we're talking about personally-generated body system dysfunction. And being personally generated there's a good chance it can be personally ungenerated.

The cause? a "metabolic health engine that's not delivering enough oxygen and the right amount of high-quality fuel to every cell in the body, coupled with an inefficient 'exhaust system', one that fails to remove the waste products of cellular metabolism.



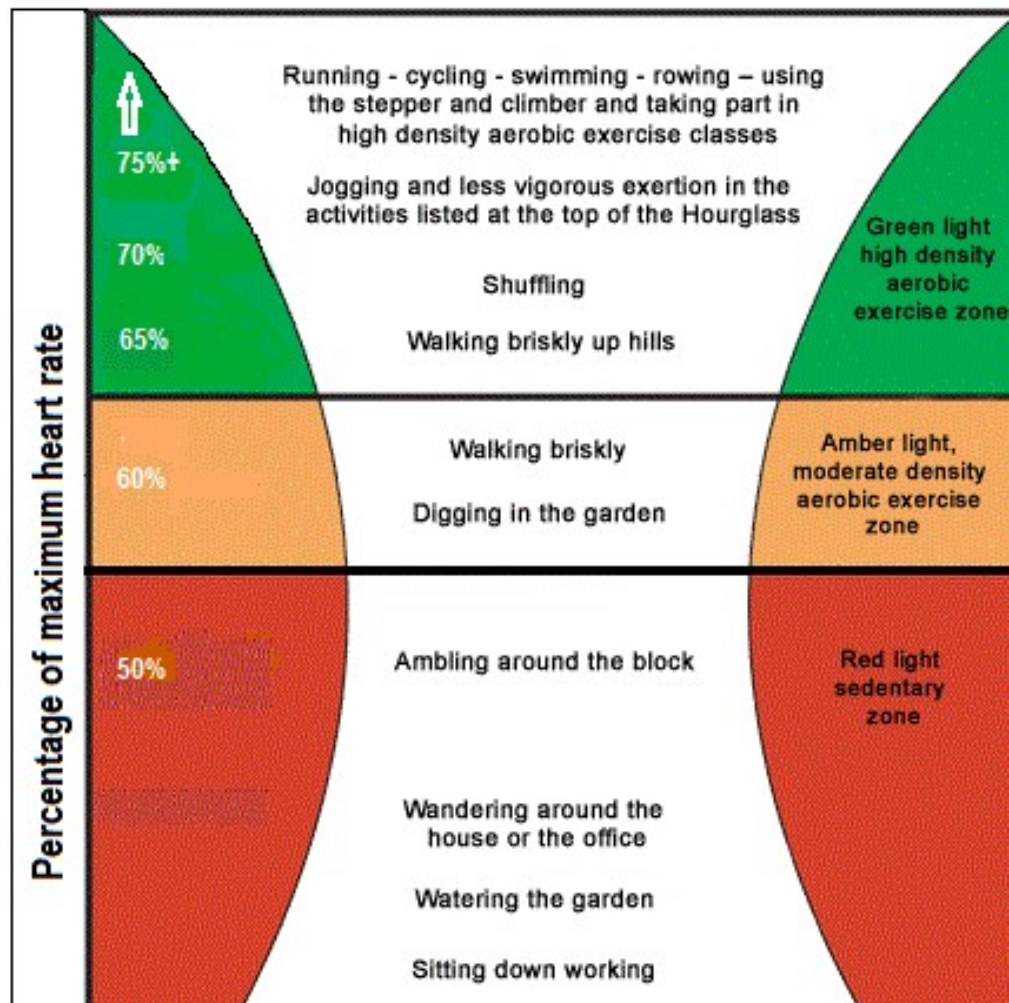
More than a 6 million adult Australians are on high blood pressure medication and over 1.3 million have adult-onset diabetes. 70% of adults identify themselves as over-weight. Of those, 70% would be more than 20kg over their ideal weight. This is what the new backside of the Western world looks like:



It's a symptom of too much high-density food and too little high-density exercise.

Looking at figures like this you'd have to be forgiven for thinking that anyone who said the health of the nation was improving was seriously mistaken. And when you look closely at the problem, it's not disease we're talking about, it's body system dysfunction. Being overweight is one of the first symptoms of metabolic dysfunction.

## HOURGLASS AEROBIC FITNESS



### REDUCING THE RISK OF METABOLIC DYSFUNCTION

To reduce the risk of metabolic dysfunction:

#### 1. embark on a 'turbo-charging' aerobic fitness training program

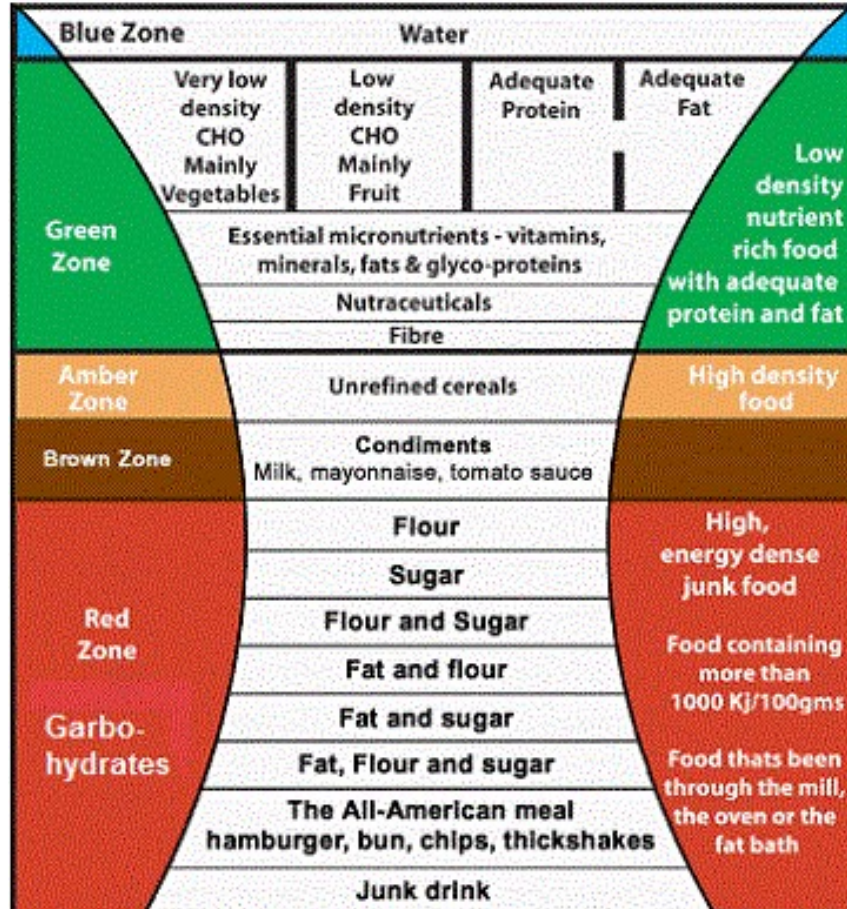
We recommend the **Fitbit** zone system. Fitbit calculates the number of zone points you've accumulated using the following formula

- Zone 1: if you get your heart rate over (circa) 60% of your (estimated) age-related maximum heart rate (220 minus age) you get 1 point per minute.
- Zone 2: if you get your heart rate over (circa) 75% of your maximum heart rate you get 2 points per minute.

40 zone points a day is good, 50 is better and 60 is best.

2. improve your diet: eat from the top of the hourglass

- good food at the top
- junk, the garbohydrates (yep, that's 'g' not a 'c') at the bottom.



3. Lay off the garbohydrates:



4. Reduce your intake of poisonous chemicals: sugar, nicotine, paracetamol, caffeine, alcohol ...





**We take musculo-skeletal fitness seriously.**

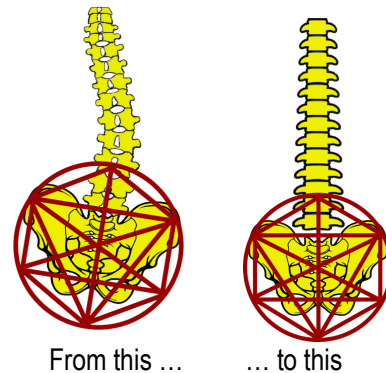
### **STRENGTH – FLEXIBILITY - SKELETAL ALIGNMENT**

We recognise that the key to maintaining good musculo-skeletal health is personally generated by the lack of a regular and systematic strength and flexibility training program.

We plan to introduce one that is available to staff at work and in local fitness centres.

A high proportion of joint and muscle pain is a symptom that the skeleton is out of alignment, and that muscles are not strong enough to support the skeleton as it goes about everyday tasks – tasks that people who are strong and in good skeletal alignment take in their stride.

A high proportion of joint and muscle pain (particularly lower back, hip and knee pain) is generated by tight muscles attached to the pelvis. When tight muscles take the pelvis out of alignment bones above and below the pelvis are gradually taken out of alignment as well



Ligaments, tendons and muscles are stretched beyond their pain threshold. The **pain** is the body's way of telling you to get your skeleton back into better alignment.

The cause of a lot of joint and muscles pain is not located at the site of the pain. Having a back rub doesn't loosen off buttock and hamstring muscles.

The cause of a lot of joint and muscles pain is not located at the site of the pain. Having a back rub doesn't loosen off buttock and hamstring muscles.

As a general rule, personally-generated musculo-skeletal dysfunctions can not only be prevented but poor function can be restored to good function at no cost at all. All it requires is that a person spend time each week doing the exercises that improve their strength, flexibility and skeletal alignment.

We will introduce a workplace postural program, designed ensure that people are sitting safely. We will introduce a safe lifting program.

#### **THE EVIDENCE**

Based on the results of 1,200 people who have been through the **Ten Point Musculo-skeletal Risk Screen**, 50% of people rate the current condition of the musculo-skeletal systems as 5/10 or less.

If people are more than 20Kg over their ideal weight they place themselves at grave risk of musculo-skeletal dysfunction. It is not unusual to see people who are more than 40Kg over-weight.

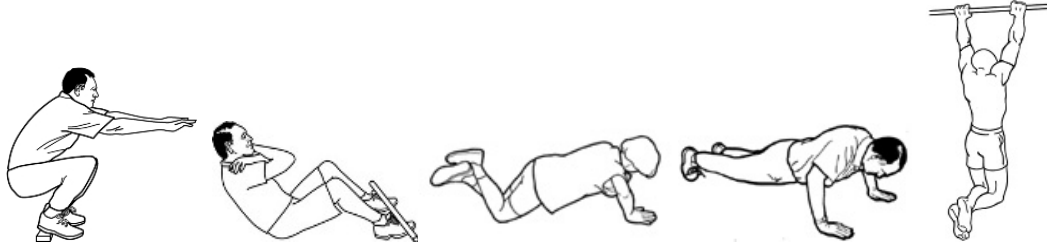
You're setting yourself up for joint and muscle pain if you're overweight, can't touch your toes or sit up straight with your leg crossed and don't have a regular and systematic strength and flexibility training program.

Being overweight is usually

- attended by a lack of strength and flexibility. The extra weight puts stress on ligaments, tendons and muscles. Bones move out of alignment.
- accompanied by decreased mobility and agility.
- a sign that people don't have a regular and systematic fitness training program – aerobic, strength or flexibility.

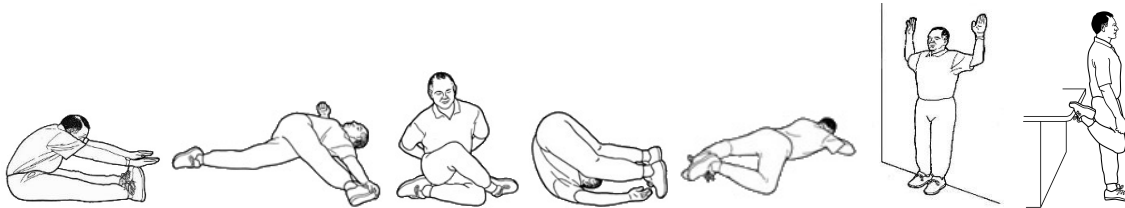


People suffering from a lack of strength won't be able to do these exercises.



Form, (good skeletal alignment) follows function.

People who lack flexibility – which is code for a skeleton that's already out of alignment - won't be able to do these exercises:



Being able to do them will be a sign the skeleton is getting back into better alignment.

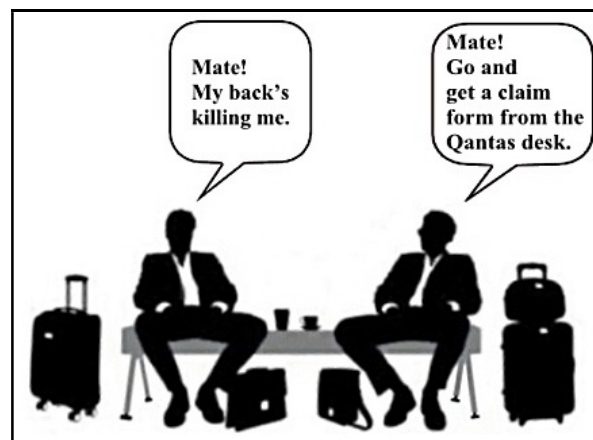
It's our intention to encourage staff to engage in a ten-minute strength and flexibility session every day.

When people go on aeroplane trips there are bag limits of (around) 20 Kg for travel within Australia and 30Kg for travel overseas.

Qantas doesn't have a claim form.

Our greatest encouragement is for people to be strong enough (with skeletons in good alignment) to lift these weights without breaking down.

There is a long list of jobs that don't look like they require a lot of strength.



But you'd be surprised how many workers compensation claims are received each year for people who sit down to do their jobs. As an organisation, we want to avoid these claims. Everyone has to have a strength and flexibility training program.

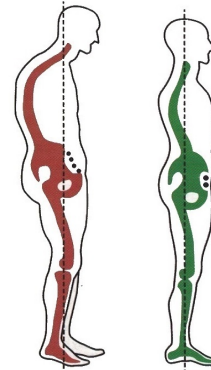
**Look after the system and the parts will look after themselves.**

## PRO-ACTIVE MUSCULO-SKELETAL REHAB

Pro-Active Rehab for musculo-skeletal dysfunction was developed when it became clear that the medial diagnosis of the underlying cause of lower back pain and prescriptions targeted at the treating underlying cause of the pain were almost non-existent.

The good news is that with the right strength and flexibility exercises there is a good chance that bones will move back into alignment. Stress will be taken off joints. Pain will dissipate.

All it takes is a little time and not much effort to gradually re-align the skeleton and strengthen the muscles designed to support it.



From this ... .. to this

A Clinical Diagnostic Assessment is used to provide clues as to which muscles have drawn the pelvis and the bones above and below it out of alignment. These muscles have to be retrained to allow the bones to move back into alignment.

## SIX PRO-ACTIVE REHAB WORKOUTS

There are six Pro-Active Rehab Workouts, all designed to loosen off the muscles that have taken the pelvis and the bones above it out of alignment – and strengthen the major muscles of the body.

1. 10-minute work-place workout - with strength and flexibility exercises being rotated during the week.
2. 20-minute workout - our recommended back pain maintenance program comprising a suite of flexibility and strength exercises. Recommended for both work and home.
3. 1 hour workout - with **long, slow muscle release exercises** being done for longer periods. Recommended for people who are at grave risk of back pain and those who already have it. The workout can take place at work or at home – or both
4. 2-hour workout - an extension of the one-hour workout with some exercises being done for longer periods of time. This is our recommended workout for people in pain – at both work and home.
5. 3- and 4-hour workouts – an extension of the two-hour program with extra rotations of the slow-release flexibility exercises and a more extensive strength training routine.
6. 6-hour workout - an intensive (though not strenuous) program of 6 hours a day over 5 or more days, designed to kick-start the rehab process by getting the body back into better alignment. Involves three rotations of the exercises in the 2-hour program, plus strength and aerobic fitness workouts and inner mental training.

To be able to spend 6 hours a day, for 5 or more days, in supervised classes - plus an extra session at home in the evening - promises to have a dramatic impact on speeding up the rehab process.

That's the quickest and cheapest route to restoring poor musculo-skeletal health to good.



**We take mental fitness seriously.**

## **FITNESS – DIET - CAREER SATISFACTION – FAMILY LIFE – FINANCIAL SECURITY**

If your stress level reaches 50/100 (on the 'How are you going' scale), we'll do our level best to help you. Don't leave it until its 100/100 – but if you do we'll still help you. Just remember that the longer you leave it, the longer the 'background noise' you'll have to put up with.

We don't support workers compensation claims that come from 'out of the blue'.

If work is making you stressed,

- talk to your manager – or your manager's manager
- talk to our human resource and work health and safety staff
- back away, take your holidays and your long service leave
- go and see our employee assistance program
- we'll support you and a spouse/partner to attend a personal development course – we'll pay for it.
- consider getting a less stressful job. We'll support you while you're searching.

If you're not prepared to put some effort into managing your own stress, there is not a lot we can do about it. We don't support claims that have got out of hand, claims of which we have had no warning.

The first consideration of a stress-free workplace is to find a job that suits your personality and your intelligence strengths.

*'Wouldn't it be good to have a job that you like so much you'd do it for nothing, but which you did so well you were paid handsomely? The Buddha said, 'find that job and you won't have to do another day's work in your life'.*

If you don't know what your personality and intelligence strength are, just ask and we'll organise a program where you can take a few assessments and find out.

If stress is being generated by poor management practices, we will step in a deal with the matter. If we can't change the management style we may have to change the manager.

We will conduct regular fitness, health climate, metabolic health, stress and career satisfaction surveys to gauge personal satisfaction, group cohesion and management effectiveness.

If stress is being generated throughout our organisation by over-work, we will endeavour to change our work practices – ensure people work reasonable hours each week. We'll insist staff take a lunch break away from their office/work-station and take their holidays and long service leave as and when they become due.

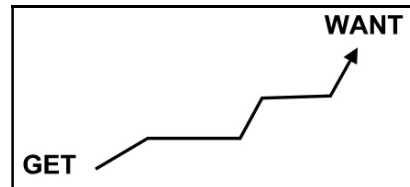
## HOW DO YOU KNOW WHEN YOU'RE STRESSED?

If you have any of these symptoms, come and see us.

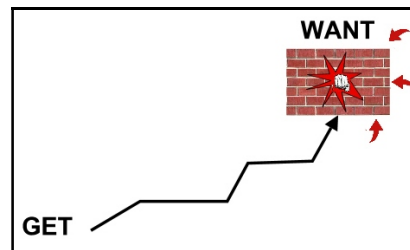


### STRESS – WHAT IS IT? Stress is the distance between what you're getting and what you want

If you know what you want and you're on the way to getting it, you feel pretty good. When you get there you feel absolutely fantastic. If you know what you want and you're not on the way to getting it, you feel wretched. The further you get away from what you want the more stressed you feel.



If one of the brick walls of life is stopping you from getting what you want you can start to feel sad, miserable or unhappy. You can lose energy and vitality.



If you want the want badly enough and you genuinely believe it is within your ability to get it, then you'll need to do some serious thinking to work out how to get past the brick wall - crawling under it, around it, over it, or crashing through it.

Of course, for many people, the great stress of life comes from not knowing what they want and having to put up with what they're getting.

**Courage:** The word 'courage' comes from the French word, 'Coeur', meaning 'the heart'. So, if you're prepared to walk over hot coals and crawl over broken glass to reach your heart's desire, then that is an exhibition of courage. First, find your heart's desire.

First say to yourself what you would be and then do what you have to do.  
Epictetus



**We feel distressed when:**

- we're not getting enough - of the things we want
- we don't have a clear idea of what we really want out of life. We haven't written down what we want
- there is a gap between potential and achievement
- there is an imbalance between the demands of life and our capacity to deal with them
- when we're not giving enough back to our *Self*.



**GIVE BACK TO YOUR *Self***

Stress is the rebellion of the *Self* against lack of time, attention, affection and thought. Look after your *Self*.

**RESILIENCE**

Generally speaking, humans are pretty resilient. We have the capacity to bend with the wind and ride out the storm more often than we get 'blown over'. A few, but not many trees fall over in a storm, particularly if there are a lot of them together in a forest.



We're designed to encounter and make decisions about what we should and shouldn't do to cope with the normal stresses of life.

**DEALING WITH STRESS**

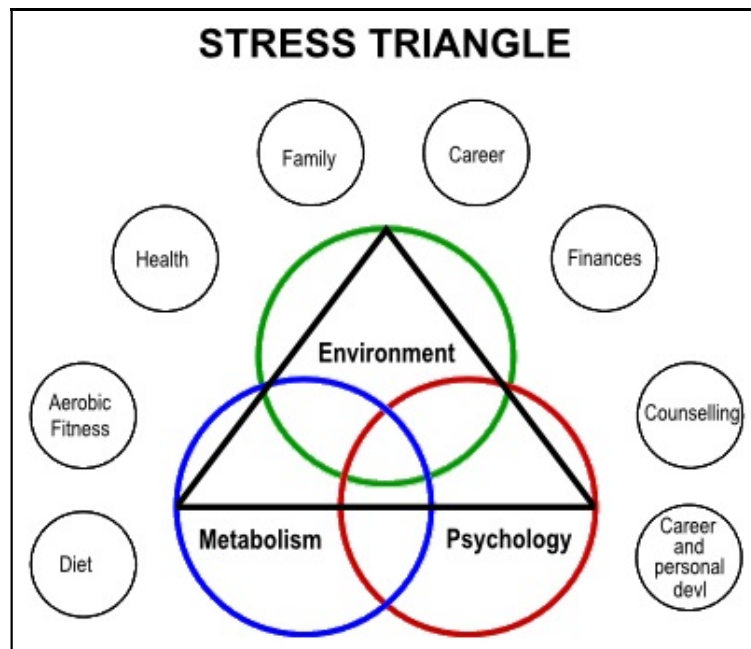
If we presume that stress is generated by a range of factors, then the treatment must address those factors.

If stress is generated by the work environment, we'll see what can be done to change the work environment.

If it can't be changed, the person who is stressed will have to change, or go and work somewhere else.

James Rohn said, '*Things change when you change: things get better when you get better.*'

If stress is generated by metabolic dysfunction it needs to be treated with diet and exercise. It's hard to say, '*I feel fantastic*' when you're under a metabolic cloud.



We recommend an holistic, Pro-Active Rehab approach to stress management one that addresses issues raised in our model.

We don't believe that people can be left to lie on the couch hoping they're going to become less stressed or depressed. 'Treatment' involves days/weeks/months of commitment to personal development, career development, counselling and fitness. They need to take their holidays and long service leave. They need to consider changing jobs.

**Once again, look after the system and the parts will look after themselves.**

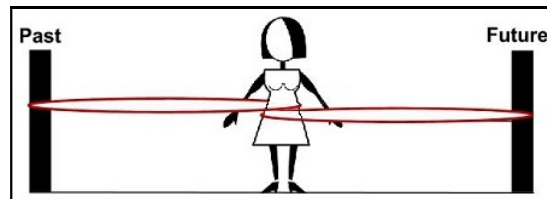
Completing our health, fitness and wellbeing assessments will provide you with clues as to which areas of your life need attention and what to do to have all areas ticking over nicely.

- How are you going
- Health climate survey
- Fitness
- Musculo-skeletal health
- Diet
- Chemical intake
- Stress
- Career satisfaction
- Meaning and purpose
- Family life
- Financial security
- People interaction

### STRESS - HOW TO GET AHEAD OF IT

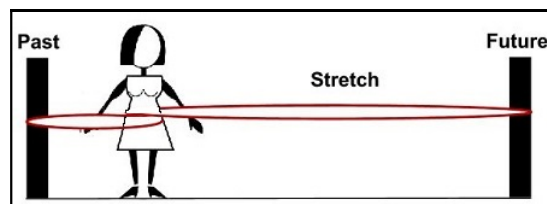
**You can't stay where you are and expect things to change. You just get more of the same!**

For most people life is an oscillation between the past and the future. For every step forward, they take one step back! Whilst some people are satisfied with where they are, some are not, they're in a rut, they're stressed.



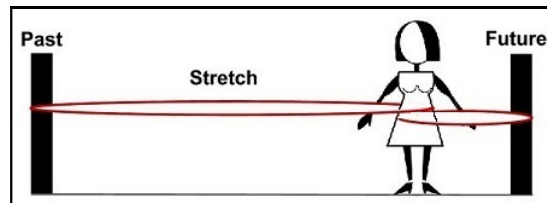
**Put up with the 'stretch' of going backwards.**

There is no investment, only the cost of going backwards. There is no reward, just regret. Things get worse.



**Move forward to an optimistic future.**

If you can set goals for a new life and start moving toward them you'll feel 'the stretch'. However, the stretch you feel is 'good' stress - stress you can put up with because you know you're moving closer toward your goal. Make the investment, reap the reward. You'll feel better.



The greatest weapon against stress is our ability to choose one thought over another.  
William James



### ***We don't do sickies.***

Excessive unplanned sick leave is an indicator of

- poor health
- poor management
- people being in the wrong job - in which case they should be encouraged to start training up and looking for the job they'd really like to be doing
- stress generated outside the workplace.

In some workplaces unplanned absences have become an unacceptable version of theft!

A workplace average of more than 4 days unplanned absence per year may well be the sign of a toxic work culture. It's unsustainable. If it's found that we have a toxic workplace, we'll do our best to change it.

As an organisation we will always stand by our staff who need to spend time away from work getting over a bout of sickness. That's what sick leave is for.

We are not in the position to give everyone an extra two week's holiday a year for unplanned absences.

People who are healthy and happy in their jobs take an average of 4 days off a year. This is the average we'd like to aim for across our organisation. Many people take less than 2 days off a year.

People who are healthy and happy in their jobs don't need motivating, they motivate themselves.



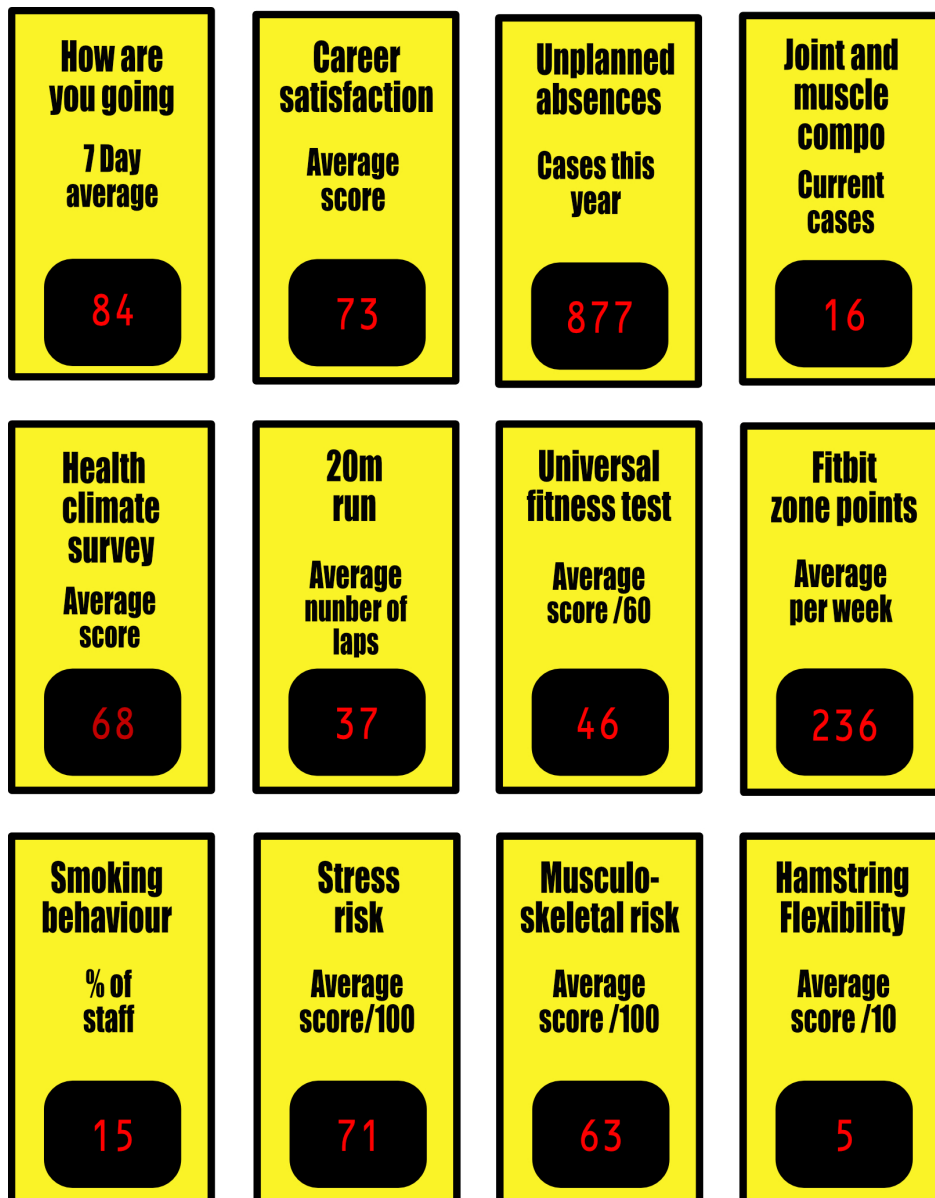
We will adopt a mandatory approach to measuring, managing, monitoring and minimizing the risk of personally-generated body system dysfunctions being dressed up as work-related injuries. Here's a **sample check list** based on seminar participation, physical assessment (where appropriate) and self-directed learning and evaluation modules.

<b>Safety induction.</b>		<input type="checkbox"/>
1.	Policy discussion, including simple safety procedures like hanging on to rails when going up or down stairs and wearing appropriate footwear ... and including a self-directed learning module.	
<b>First aid course</b>		<input type="checkbox"/>
2.	So people know what to do they and their work colleagues are injured. They'll know what to do when they sprain and ankle.	
<b>Fitness</b>		
3.	Fitness seminar – plus yearly physical assessment and self-directed learning module	<input type="checkbox"/>
<b>Musculo-skeletal</b>		
4.	Musculo-skeletal health seminar – yearly physical assessment and self-directed learning module	<input type="checkbox"/>
5.	Specific joint assessment to determine pre-existing conditions.	<input type="checkbox"/>
6.	Musculo-skeletal Clinical Diagnostic Assessment for those at risk and those submitting claims.	<input type="checkbox"/>
7.	Diagnostic imaging for people with pre-existing conditions and those submitting claims.	<input type="checkbox"/>
8.	Pro-Active Rehab program for people with pre-existing musculo-skeletal conditions and people on workers compensation.	<input type="checkbox"/>
9.	Daily strength and flexibility exercise program for all staff.	<input type="checkbox"/>
10.	Manual handling seminar - and self-directed leaning module.	<input type="checkbox"/>
11.	Work-station assessment and set-up - and self-directed learning module.	<input type="checkbox"/>
<b>Stress management</b>		
12.	Stress Management seminar – personal assessments and self-directed learning module.	<input type="checkbox"/>
13.	Pro-active rehab program for people with stress conditions and those on compensation.	<input type="checkbox"/>
14.	Information – pamphlets, posters, books, audio files and videos	<input type="checkbox"/>
	Etc etc	

## STATUS REPORT DISPLAYS

A lot of organisations have a tally board at the front gate informing their staff how long it's been since the last lost-time accident occurred or how many lost time accidents there have been in the last 12 months.

We are proposing to post a number of status report boards to keep track of the health, fitness and wellbeing of our staff.





We are considering adopting the Fitbit health and fitness data management system.

A Fitbit watch is a highly motivating piece of fitness equipment.

Fitbit have taken the prescription, measurement, management and monitoring of aerobic fitness into the digital age. Your Fitbit will allow you to keep track of your heart rate while exercising. It will collect and send heart rate data direct to your phone where it can be shared with trusted third parties – friends, doctors, fitness trainer ....



A good aerobic fitness program requires a dosage involving **frequency** (times a week), **duration** (length of each session) and **intensity of effort** (based on heart rate). This rule forms the basis of the **Fitbit Aerobic Fitness Zone System**.

If you're serious about becoming aerobically fitter, merely recording time, steps or distance is pointless unless effort is also taken into account.

<b>Zone Points</b>	=	<b>Time</b> in minutes)	x	<b>Intensity of effort</b> (on a scale where points per minute are rated against heart rate)
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Fitbit calculates the number of zone points you've accumulated using a formula based the actual time (T) in minutes, maximum heart rate, resting heart rate and heart rate reserve. Below it a rough guide, based on percentage of maximum heart rate.

Fitbit has two aerobic fitness training zones:

- **Zone 1:** if you get your heart rate over (circa) 60% of your (estimated) age-related maximum heart rate (220 minus age) you get 1 point per minute.
- **Zone 2:** if you get your heart rate over (circa) 75% of your maximum heart rate you get 2 points per minute.

**The prescription**

You yourself can prescribe a certain number of points a day to improve metabolic and mental health. 40 zone points a day sounds about right for someone wanting to see an improvement in their health.

It may take you less than a minute to get your heart rate up to 60% of your maximum heart rate. If you're jogging, it will only take another minute or so to get your heart rate over 70% or however high you want it to go. Once you've reached your training heart rate you can slacken off a bit but still keep it ticking over at your desired heart rate.

They say that your estimated, age-related maximum heart rate (MHR) is (roughly) 220 minus your age. Therefore, the maximum heart rate of a 40-year-old person is said to be 180bpm. Aiming to work at 75% of maximum heart rate for a 40-year-old is roughly 135 bpm. If you're a 40-year-old person and you're in good physical condition and aerobically trained, you'll be able to sustain more than 135 bpm for at least 40 minutes.

Using the Fitbit aerobic fitness zone system, you can set a daily/weekly target of how much aerobic exercise you plan to do, keep track of just how much exercise you're doing and let other people see what you're doing as well.

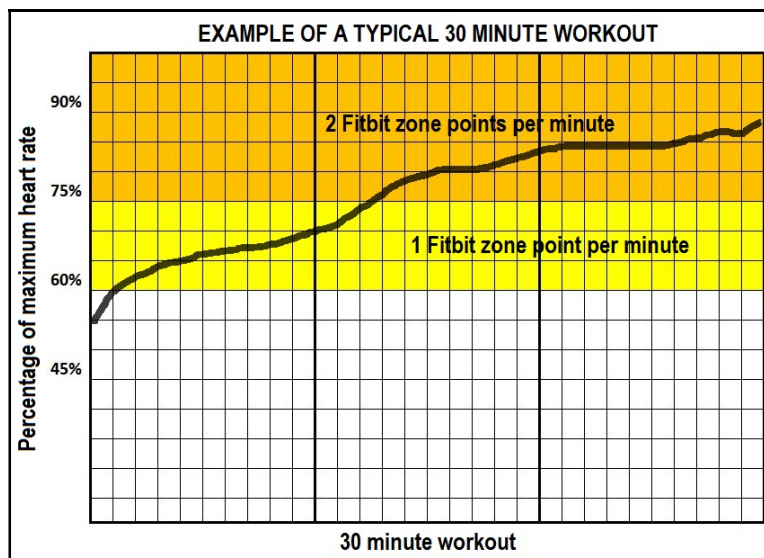
If you're diligent in your training, over the weeks and months you'll notice that you're able to train with a higher heart rate for longer periods of time. This means you're getting fitter, your metabolic system is becoming healthier.

A minimum of 250 zone points per week (ZPPW) is good, 300 is better, 350 is best and 400 is 'bestest'. I've called over 400 ZPPW a week, 'defrag territory'. Once you start getting 300 or more ZPPW a week you'll keep yourself in pretty good shape. If you want to achieve huge gains in your aerobic fitness and give yourself a metabolic health defrag, aim for at least 400 ZPPW.

Frequency / intensity / duration	Good	Better	Best	Metabolic defrag and 1% weight loss territory
Frequency: based on sessions per week	5	7	9	11
Duration: daily based on minutes per session	20	30	40	60
Intensity: based on heart rate	60%+	>75+	>75%+	75%+
Fitbit zone points per day	40	50	60	80+
Fitbit zone points per week	250	300	350	400+

Fitbit is an exercise physiology grade device, a record keeper par excellence! It counts:

- Steps
- Calories burned
- Zone points
- Continuous heart rate
- Resting heart rate
- Sleep restoration heart rate
- Heart rate variability
- ECG heart rhythm assessment
- Sleep quality
- Weight and percent body fat – using Apia scales
- Core temperature
- Oxygen saturation
- EDA scan



## MANAGING DATA

The anchor point of our health, fitness and wellbeing program is a **Health Information Management System** that assists us to collect, store, monitor and manage health, fitness and wellbeing of our staff.

We do this with assessments completed in our health, fitness and wellbeing seminar program with data being managed securely by our consultants, Miller Health.

Most of the assessments are highly personal and confidential in nature. We only view the over-all results.

- How are you going
- Health climate survey
- Diet
- Chemical intake
- Stress
- Career satisfaction
- Meaning and purpose
- Family life
- Financial security
- People interaction

There are some assessments where we do review and take notice of individual data:

- fitness
- musculo-skeletal health.
- specific joint and muscle condition.

The reason why? We want to assist our staff to keep themselves in good musculo-skeletal health and keep our workers compensation insurance claims to a minimum. It's win-win for our staff and our company.

### SAMPLE RESULTS

Specific Joint condition - sample results		Musculo-skeletal health risk – sample results	
Symptoms/ issues / concerns	% of people scoring under 7	Symptoms/ issues / concerns	% of people scoring under 7
Lower back	49	Flexibility training behaviour	84
Neck	33	Strength training behaviour	77
Right shoulder	26	Hamstring flexibility	48
Left shoulder	26	Current condition	48
Right hip	25	Front of body strength - situps	41
Right knee	25	Upper body strength - pressups	33
Left knee	25	10Kg or more over weight	29
Left hip	23	Buttock flexibility	26
Upper back	22	Shoulder function	25
Right foot	22	lower body strength - squat	3
Left foot	22		
Right wrist	19		
left wrist	19		
Right lower leg	19		
Left Lower leg	16		



## Heath climate survey – sample results

Symptoms/ issues / concerns	% of people scoring over 5	No. of people scoring 10
Musculo-skeletal dysfunction	49	1
Poor sleep	42	3
Snoring, sleep apnoea	34	2
Overweight	33	5
Anxious	31	
Under appreciated at work	31	1
Lack of Energy	30	
Low level of fitness	30	1
Reflux, unsettled stomach	25	2
Elevated blood pressure	22	10
Work-life balance	21	
Stressed financial status	21	3
High alcohol intake	19	2
Elevated cholesterol	18	8
Depressed	18	2
Frequent colds, flu, sinus	16	
Grinding teeth	16	
Headaches	13	
Irritable bowel, constipation etc	13	
Caffeine	13	10
Itchy, rashes, psoriasis	12	1
Elevated glucose	10	2
Wrong job	10	
Shortness of breath from asthma	9	
Chest pain, palpitations	6	
Mouth ulcers	6	
Smoking	6	
Unhappy family life	6	
Shakes, nervous mannerisms	4	
Candida	3	

## Musculo-skeletal health sample spreadsheet of individual results

Name	Current condition	Closeness to ideal weight	Leg strength	Abdominal strength	Upper body strength	Hamstring flexibility	Buttock flexibility	Shoulder function	Strength training behaviour	Flexibility training behaviour	Total
Kasey	8	8	10	10	7	10	10	10	10	10	93
Jane	8	9	10	10	3	10	10	10	10	10	90
Dan	9	6	9	10	10	9	10	5	10	10	88
Daniel	8	6	10	10	2	5	8	10	10	8	77
Jarrold	9	9	10	10	5	10	10	10	1	1	75
Erica	8	9	10	10	10	10	7	9	0	0	73
Damien	8	8	10	7	3	4	7	10	8	8	73
Jeremy	7	9	10	10	10	5	7	5	2	2	67
Tegan	6	4	8	4	5	5	10	10	10	2	64
Christian	7	8	10	9	10	4	4	9	0	0	61
Douglas	4	10	10	10	4	5	7	10	0	0	60
Dominique	6	6	10	1	0	0	10	10	10	5	58
John	6	7	6	5	5	0	7	7	8	6	57
Ethan	7	10	7	6	2	3	10	10	0	0	55
Brian	5	0	9	9	7	4	10	9	0	0	53
Alvio	4	10	5	8	4	5	6	9	0	0	51
Billy	5	1	10	10	7	5	0	7	0	0	45
Wanda	6	6	10	0	1	0	7	5	10	0	45
Brian	5	6	9	3	1	4	10	5	0	0	43
Kirsty	8	1	7	3	0	4	7	9	1	1	41
John	6	5	3	5	6	0	7	5	0	0	37
Tracey	9	5	7	0	0	4	0	10	0	2	37
Nicola	5	7	7	0	0	4	0	10	0	2	35
Mike	5	8	8	2	2	4	0	5	0	0	34

## MANAGING MANAGERS

We place great emphasis on our managers managing the health, fitness and wellbeing of their/our staff.

On our **Health Climate Survey** (no names) we can identify managers who aren't looking after their staff.

[http://www.millerhealth.com.au/assessments/health\\_climate\\_survey/index.html](http://www.millerhealth.com.au/assessments/health_climate_survey/index.html)

Similarly, our **Career Satisfaction Profile** (no names) will supply staff and managers with a good idea of where they stand.

[http://www.millerhealth.com.au/assessments/career\\_satisfaction.html](http://www.millerhealth.com.au/assessments/career_satisfaction.html)

The **Stress Risk Profile** (no names) is based on whether people are doing the things that unstressed people do.

[http://www.millerhealth.com.au/assessments/stress\\_risk.html](http://www.millerhealth.com.au/assessments/stress_risk.html)

The information gathered from these surveys is confidential, however reports generated will provide managers with a good idea of whether they are successfully managing their staff or not.

The individual scores on the **Fitness** and **Specific Joint and Muscle Condition** and the **Musculo-skeletal Health Risk Screen** are available for managers to digest.

<https://www.millerhealth.com.au/assessments/fitness.html>

[https://www.millerhealth.com.au/assessments/joint\\_condition\\_assessment.html](https://www.millerhealth.com.au/assessments/joint_condition_assessment.html)

[http://www.millerhealth.com.au/assessments/musculo-skeletal\\_risk\\_screen.html](http://www.millerhealth.com.au/assessments/musculo-skeletal_risk_screen.html)

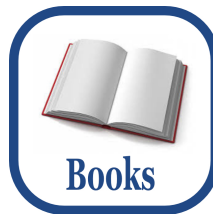
Managers are on the frontline of work health, fitness and wellbeing. They need to be intimately aware of the health, fitness and wellbeing risk their staff are carrying and be closely involved in the risk management process. This is not something that can be left to the WHS department.

We believe managers need to have a formal induction into dealing with musculo-skeletal, career satisfaction and stress management issues.

The hardest step for a runner to take is the first one out the door.  
Ron Clarke.



Miller Health has a wide range of resources to accompany its health, fitness and wellbeing programs.



It's a big ask expecting to stay healthy without keeping yourself fit.

It's an even bigger ask expecting to get better by having someone do something to you; sooner or later you have to do something to yourself.

John Miller



We will select a range of programs from the following list.

## **LIFESTYLE**

- Seven Habits of Fit and Healthy People – one day
- Models of Good Health – 2 hours

## **MUSCULO-SKELETAL HEALTH**

- Musculo-skeletal Health – 2 hours
- Manual Handling 30 minutes
- Workstation assessment – 10 minutes
- Pro-Active Rehab - one hour
- Clinical diagnostic assessment - 0 one hour
- Back in alignment - one hour

## **STRESS MANAGEMENT**

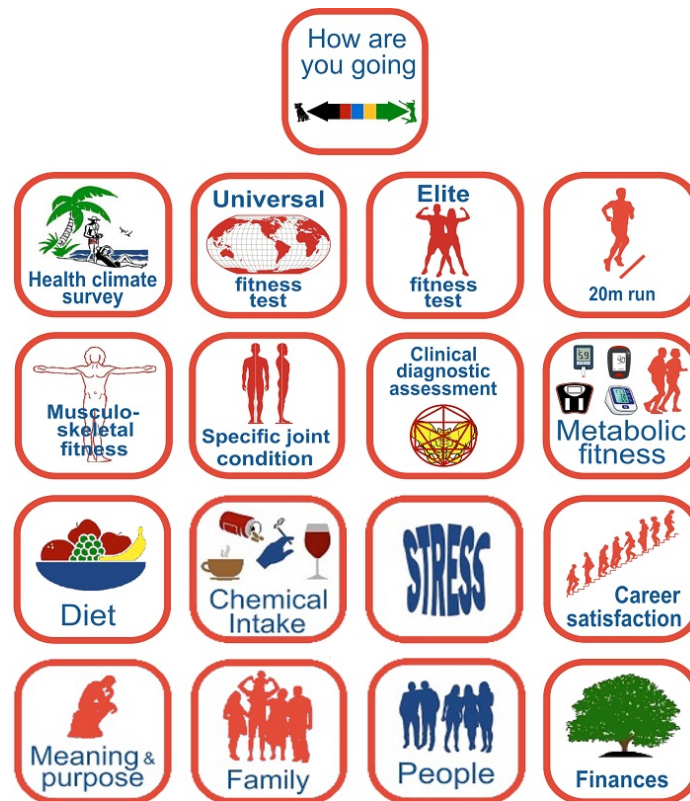
- How to Manage Stress - 3 hours
- Work-Life Balance – 1 hour
- How to Manage Your Career – 1 hour
- How to relax and get a good night's sleep – 1-hour

## **METABOLIC HEALTH**

- How to Improve Metabolic Health - 1 hour
- How to improve Aerobic Fitness – 1 hour
- Complete Fitness Workout – 2 hours at a local fitness centre
- Hourglass Diet – 1 hour
- How to Lower Blood Pressure, Glucose and Cholesterol – 1 hour
- Smoke Free – 1 hour
- Headache Free – 1 hour




My Fitness Record is a book and interactive website containing the Fitness Frontline assessments. The word 'fitness' is used in a broad sense covering health, fitness and wellbeing parameters.



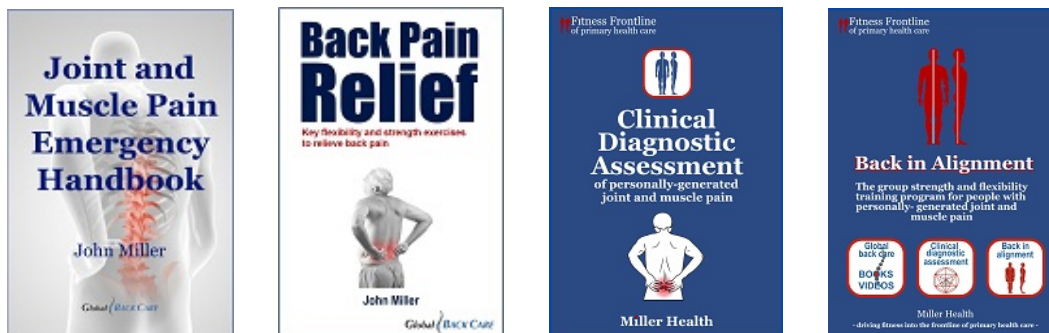
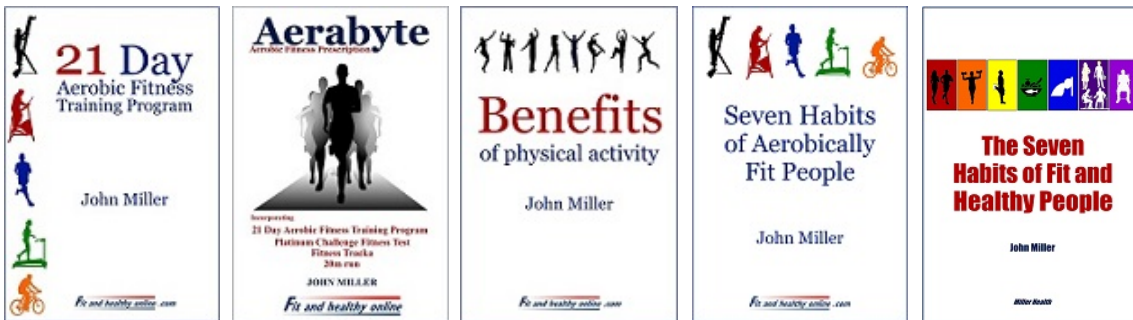
The assessments are designed for

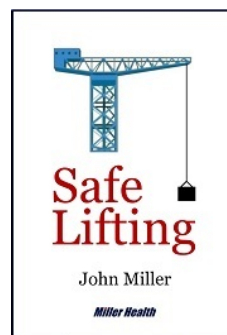
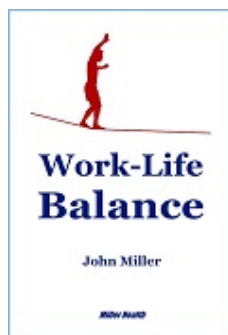
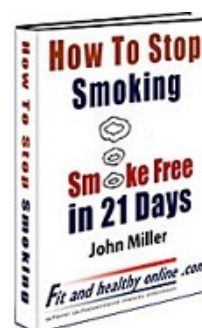
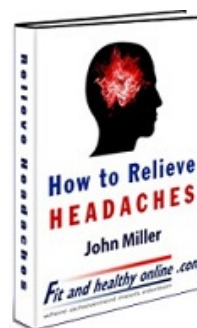
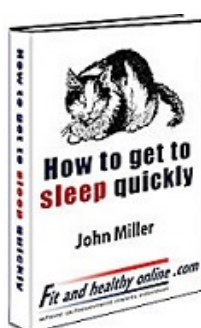
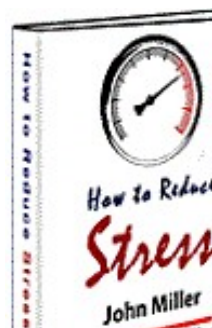
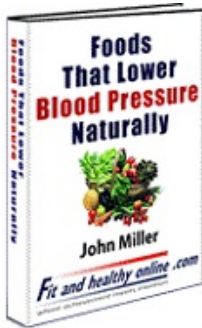
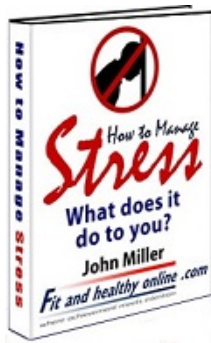
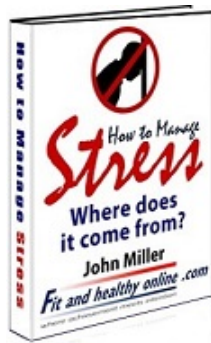
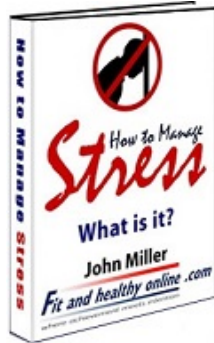
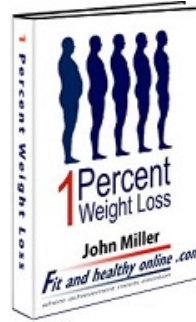
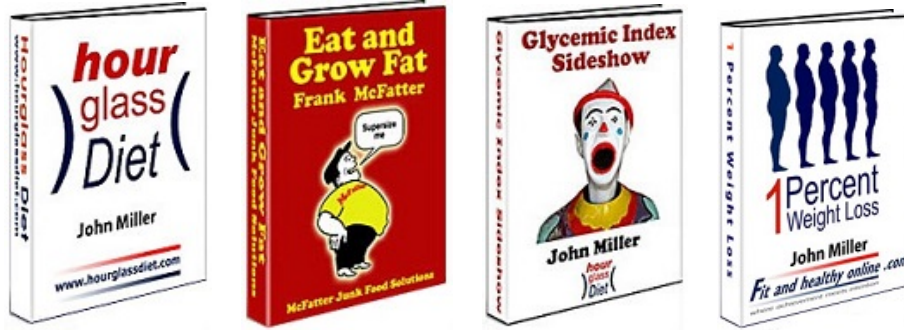
- individuals to get a picture of their health, fitness and wellbeing
- Medical and allied health practitioners who wish to have access to a range of assessment parameters that exceed those of haematology and diagnostic imaging. People often go to a doctor or allied health practitioner with a particular complaint, but when they complete the assessments on the My Fitness Record website (or in the book) a range of 'whole of life' issues will often be brought into the foreground. This is particularly the case for people suffering from mental health issues.

The assessments are also relevant to employers and health and workers compensation insurers.



**Books**







We propose to have regular online communication with staff with newsletters containing health, fitness and wellbeing advice being automatically delivered via email.



## OUR HEALTH, FITNESS AND WELLBEING CONSULTANTS

Miller Health has been in the corporate health management business for 35 years.

<http://www.millerhealth.com.au/>

In that time, Managing Director, John Miller has developed a wide range of health, fitness and wellbeing programs, designed to inspire and motivate people to keep themselves fit and healthy to the best of their ability.

The Pro-Active Rehab website also includes more information about measuring and managing risk.

<http://www.pro-activerehab.com>

Over the last few years Miller Health has been running health, fitness and wellbeing seminars for a wide range of corporate organisations some of whom are listed on the Miller Health website:

<http://www.millerhealth.com.au/clients.html>

Miller health's aim is to help organisations

- look after the health, fitness and wellbeing of their staff
- make dramatic reductions in workers compensation costs
- reduce to ZERO, the workers compensation claims for personally generated body system dysfunctions.

Miller Health assists corporate organisations to achieve these aims by way of seminar programs, assessments, reports, books, audio files and videos.

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**MOTIVATION** is what  
get's you started.  
**HABIT** is what keeps  
you going.

Jim Ryun

## **THINGS TO DO**

1. Work out what we want
2. Decide which of the Miller Health
  - programs
  - assessments and
  - resources... we wish to use.
3. Suggestion: begin with a bang, rolling out the one day Seven Habits of Fit and Healthy People seminar for managers so they know what health, fitness and wellbeing is all about and its usefulness for staff.
4. Launch the program with the one day Seven Habits of Fit and Healthy People seminar for all staff and spouses/partners.
5. Develop a sequence for program and resources delivery.
6. Establish a system for measuring, managing and monitoring the health, fitness and wellbeing of our staff.
- ...

### **SIX PHASES OF A PROJECT**

- 1 **Enthusiasm**
2. **Disillusionment**
3. **Panic**
4. **Search for the guilty**
5. **Punishment of the innocent**
6. **Praise and honours for the non-participants**

People are either driven to action or complacency, mission or rust. You're either participating in the Game of Life or you're watching it from the grandstands.

Herein lies a crucial difference.

A champion plays the game: a spectator observes, criticizes and never really gets to live.

A champion know what he or she wants and goes after it with carefully calculated goals and no-holds-barred action.

A spectator feels that his or her life is not their own. They let others dictate their destiny. They become victims of life instead of masters of it.

Bruce Jenner  
Decathlon World Record holder  
8634 points

The time to be happy is now, the place to be happy is here,  
and that the way to be happy is to make others so.  
Robert Ingersol

