WAKE BREAK
PROGRAM IMPLEMENTATION AT UC DAVIS

PARTNERS
Wake Break was administered in collaboration with Risk Management at UC Davis Health.

CONTACT
Romy V. Villaluz,
rvillaluz@ucdavis.edu

For more information, visit https://healthy.ucdavis.edu/physical-activity/fit-break

OVERVIEW
Wake Break (formerly called Fit Break) was designed to bring exercise breaks to departments with high Worker’s Compensation claims, high absenteeism – sick time/leave, and to provide opportunities to improve health and well-being. Classes were offered for two different departments at UC Davis Health totaling 46 and 52 sessions, respectively.

PROJECT DETAILS
Wake Break was introduced in two departments on the UC Davis Health campus. A fitness instructor led 15 minute dynamic stretching and movement exercises twice per week for 6 months (January 2 – June 28) to voluntary participants in the Information Technology (IT) Department as well as the Accounts Payable and Payroll Department. Employees in each department who did not wish to participate in the Wake Break exercises served as controls. Sixty-Five people were enrolled in the program (42 participated in and 23 served as controls). Information Technology participants attended on average 31% of sessions, and Accounts Payable and Payroll participants attended an average of 44% of the sessions.

Various metrics were collected for the Wake Break participants and the controls to evaluate the effectiveness of the program. Attendance at was recorded at the exercise breaks. Further, sick leave was recorded for the same time period in 2017 and 2018 for both controls and Wake Break participants. Worker’s Compensation claims were compared for the 6 months prior to and 6 months during the Wake Break program. To assess program effect on participants’ health status and mood, participants completed a survey at the start and end of the program.
DATA SNAPSHOT

- The number of Workers Compensation (WC) claims was comparable for the 6 months prior to the introduction of Wake Break and the 6 months during Wake Break.
- There was no significant difference in the total hours of sick leave taken in 2017 compared to 2018, or between the experimental and control group. Similarly, there was no significant difference in sick leave hours or the percentage of people who took sick leave.
- The SF-36 survey indicated a significant increase in the experimental group’s emotional well-being score at the end of the study. Participants showed increases in all categories. Of these, all improvements were statistically significant (p<0.05) except for the pain category.
- Over 90% of participants reported that they would recommend Wake Break to another department, with the remaining participants reporting that they would ‘maybe’ recommend Wake Break to another department.
- Overall, the majority of participants responded positively about Wake Break and regarded it as having a positive influence on their health, well-being, and work performance.

PROJECT DETAILS CONTINUED

In addition, the total amount of sick leave in hours taken in January-June 2017 was compared to the total amount of sick leave taken during the timeframe Wake Break was offered.

Health status of the participants was measured using an SF-36 survey. This 36-question survey evaluates individual’s perception of their health as measured in 8 categories. These categories are energy and fatigue, physical functioning, role limits due to physical health, role limits due to emotional health, emotional well-being, social functioning, pain, and general health. These categories are measured on a 100 point scale, and an overall health score is also provided on a 100 point scale. A higher score correlates to “better” health in that category; i.e., a score of 100 for emotional health means great emotional health; a score of 100 in the category of energy and fatigue means high energy and low levels of fatigue. This survey was given before and after the offering of Wake Break.

PROCESS CHALLENGES

- Space proved to be a challenge. IT used a conference room that, at times, needed to be used for meetings causing Wake Break to be moved to other locations with limited time to inform participants.
- Accounts Payable and Payroll were also affected by an increased workload during the 6 months prior to going “Live” with a new software system.
- It was difficult for many staff to fit the program into their schedules due to shift work.
- Sustaining participation over many weeks was difficult as motivation tended to wane during busier times of year and toward the end of the program.
- While the plan was to use sick leave and Worker’s Compensation claims as a metric of success, it did not serve as a good indicator during this short time period.

PROCESS INSIGHT

- A shorter program duration commitment (3 vs 6 month) resulted in more sustained participation.
- A single balance assessment was conducted at the start of each session to evaluate participants’ fitness. While limiting the number of assessment trials to 1 may have saved time on the front end, an average of 3 trials might be a better indicator.
- The number of trainers and trainer time will be a key factor in determining program scalability.

RESOURCES

The UCD physical activity website: https://healthy.ucdavis.edu/physical-activity