

## Health Assessment FAQs

### **What is a Health Assessment?**

A wellbeing health assessment identifies vital numbers and enables you to keep better track of your health. It includes measures on blood pressure, blood cholesterol, blood glucose, body mass index and waist circumference. Your health assessment will include a pre-assessment questionnaire; height, weight and BMI; waist and hip circumference; body composition; blood pressure; HbA1c (diabetes test) and a full cholesterol test; and a cardiovascular risk score. The assessment will last 30 minutes and will be completed at your place of work.

### **Why are Nestle offering Health Assessments to employees?**

Nestle want employees to choose to make the right health choices and to be ambassadors for the company. The Nestle Employee wellness programme is one which supports the whole person, encourages you to be fit and healthy and enjoy being so. Having the assessments with ToHealth onsite at your place of work, provides a more flexible way of operating, making life easier to keep well, access information and share experiences.

### **Is this part of my flexible rewards package?**

No, this is 30 minute essential health check provided for free at your place of work. If you are looking to select a more comprehensive health check through the flexible reward platform then please visit [HR - Flexible Reward: Health Assessment \(service-now.com\)](https://service-now.com)

### **\*Important Note re Taxation of 50% Company Funding**

Expenses incurred by an employer in providing a health-screening assessment or a medical check-up for employees is not a chargeable benefit if there is no more than one health-screening assessment in any tax year and no more than one medical check-up in any tax year.

It is therefore important to note that in any year that you receive the 50% company funding, you must ensure that you do not receive any additional company funded health screening and/or medical check-up in the same tax year - this includes the free 30-minute Health Assessments delivered on site by TOHealth. Whilst it is your responsibility to ensure that you don't benefit from more than one company paid assessment during the tax year (6th April - 5th April), note that we will also be undertaking checks directly with our providers.

### **Will the assessment be with a doctor?**

No, your assessment will be with a qualified ToHealth Health & Wellness Expert, who is trained in physiology and behaviour change.

### **Why should I have a Health Assessment?**

Ask someone to tell you their mobile phone number, their National Insurance number or even their grandparents old landline number and more often than not, these will be recited back to you without much thought. Some numbers just seem to stick.

Ask that same person if they know their blood pressure, though. Or perhaps their cholesterol or current weight and you may be surprised to learn that they can't recall that vital health information quite so easily, if at all.

There are five measurements which are crucial indicators of our overall health, and considering the risk of lifestyle-related illnesses such as cardiovascular disease, diabetes and other obesity-related health complications, it would be beneficial to know these numbers, too.

### **How do I book my Health Assessment?**

**Please inform your line manager and seek approval to book your health assessment prior to engaging in the booking process.**

For sites that have opted for an online booking process: look out for a link to your online booking portal – this will be communicated by your employer. Once you have received it, log on and select your preferred assessment date, time and location. You'll receive an email confirmation once you've made your booking and an email reminder 24 hours before your assessment.

For sites that have opted for a manual booking process: book your preferred assessment date and time with you onsite wellbeing champion. You'll then receive an email confirmation once you're appointment details have been shared with ToHealth and an email reminder 24 hours before your assessment.

### **Details about the Essential Health Assessment**

The Essential Health Assessment is a comprehensive screening allowing individuals to have 1-2-1 coaching with our Health & Wellness Expert and a 12-month action plan. Tests include a personal medical questionnaire; lifestyle questionnaire; mood assessment; height, weight and BMI; waist and hip circumference; body composition; blood pressure; HbA1c (diabetes test) and a full cholesterol test; and, a cardiovascular risk score.

### **Will the results of the assessment be shared with Nestle?**

No, your Health Assessment results are 100% confidential and will not be disclosed to anyone without your full and confirmed consent.

**What happens if I need further tests or treatment?**

Your physiologist will refer you to your own GP for any further diagnostics or treatment. Where necessary, your physiologist may also arrange a follow-up telephone call with you to discuss how you are getting on with your action points.

**How do I cancel/reschedule an appointment?**

We know that things can change and you may need to reschedule this appointment. We ask that you give us as much notice as possible to allow your appointment to be used for someone else. If you need to cancel or reschedule please contact ToHealth's Central Services team (for all bookings made online) by emailing [admin@tohealth-pam.co.uk](mailto:admin@tohealth-pam.co.uk) or calling 01925 909 614; or, if you made your booking with your Wellbeing Champion, please contact them to reschedule your appointment.

**How is my data shared?**

To understand how ToHealth use your data, please consult the following Privacy Policy: [PAM-Group-Privacy-Policy-Rev-10-30.11.22.pdf \(tohealthltd.co.uk\)](#).

**Can I refuse any part of the assessment?**

Yes, the health assessment is entirely voluntary so you can decline any tests which you do not feel comfortable with, or would prefer not to participate in.

**Who do I contact if I have a question or complaint?**

The services are being provided by a trusted third party provider (TOHealth) and any issues with the services should be raised and dealt with by ToHealth and not Nestle. Please contact [admin@tohealth-pam.co.uk](mailto:admin@tohealth-pam.co.uk) if you have any questions.

**How many health checks can I have?**

You'll be entitled to one free check, over a two year period.

### **What if my results are abnormal, can I have a follow up?**

If you have any results outside of the normal range, you'll be contacted by ToHealth to arrange a 3-month follow up call so we can see how you're getting on and provide you with further coaching and support. We'll usually contact you after 10 weeks to arrange this call. Our follow up criteria will focus on any measurement which were elevated at the time of testing and can include ask you to provide any further measurements you may have had re-tested including BMI, Blood Pressure and how likely you are to make a change to your health and wellbeing following your health check.

If any clinical results are significantly out of range and deemed "abnormal", we will recommend to seek the appropriate onward support and a member of the ToHealth Team will call you within 7 working days' to check in to see how you are getting on with your follow up.

### **What do I wear?**

**If you are a factory based employee there will be no need to you to get changed out of your uniform to attend your health assessment.**

We recommend that you wear loose, comfortable clothing for your assessment. Specifically, please do not wear full-length tights, as you need to be barefoot for part of the test. There will be no requirement for you to undress, the only thing you have to remove is your shoes. We also suggest you wear a top that allows access to the upper arm for measurement of blood pressure.

### **Do I need to fast?**

No, you do not need to fast before your assessment; however, for a more accurate Blood Pressure reading, avoid drinking tea/coffee or smoking 30 minutes prior to appointment

### **How do I book follow up calls?**

A member of ToHealth's Central Services Team will make contact with you to book your follow up call.

### **When will I get my report?**

You will receive a copy of your report within one-hour of your health assessment being completed.

I have a query about my report, how do I get in touch?

If you have any queries about your report, please email ToHealth's Central Services Team on [admin@tohealth-pam.co.uk](mailto:admin@tohealth-pam.co.uk)



ToHealth

## **My Health and Wellbeing Programme at Nestle**

### **Frequently Asked Questions for Champions and Factory Managers**

**Q: Why are Nestle offering Health Assessments to employees onsite?**

A: Providing access to the 30 minute assessment onsite at the factory minimises the time needed to attend appointments and demonstrates the company's commitment to the health and wellbeing of employees, by making information and support easily accessible to everyone.

**Q: How will the Health and Wellness Programme benefit my team/site/our organisation?**

A: The overall state of health of Nestle employees can be analysed to ensure that future investment in health and wellbeing initiatives will be made in the areas it is most needed and targeted to support the Nestle health of certain populations, either site by site or specific to age/gender.

“Evidence shows that people who achieve good standards of well-being at work are more likely to display a range of skills that will also benefit their employers. In workplaces that are set up to foster well-being, people tend to be more creative, more loyal, more productive, and perform better in terms of customer satisfaction.”

New Economics Foundation (nef) - Well-being at work A review of the literature. [www.nef-consulting.co.uk/well-being-at-work](http://www.nef-consulting.co.uk/well-being-at-work)

**Q: What is the best way to encourage my team/site to participate in the programme?**

A: By being one of the first to attend your own health assessment, you will lead by example, demonstrating your commitment to the programme and our own health and wellbeing – essentially becoming a role model for the employees in your team/on your site.