

HEALTHY EATING FOR STAFF AND VISITORS

Overview

The food New Zealanders eat and the physical activity they undertake has a major influence on their health. New Zealand is currently facing an epidemic of obesity, diabetes and other diet-related illnesses. Nelson Marlborough District Health Board (NMDHB) is committed to promoting health for all visitors and employees by providing an environment consistent with making the healthy choice the easy choice. Nelson Marlborough District Health Board intends to be a healthy role model for the community with healthy food policies and other practices that help to address the burden of ill health associated with unhealthy diets.

Purpose

The purpose of this policy is to ensure NMDHB:

- develops an environment supportive of healthy eating choices
- demonstrates a commitment to the health and wellbeing of its staff by providing healthy eating options which assist them to eat a balanced diet in accordance with the New Zealand Food & Nutrition Guidelines
- acts as a role model to the community by providing and promoting healthy and safe food choices
- acknowledges the needs of different cultures, religious groups and those with special dietary needs, and will accommodate these on request, where possible and practicable.

Scope

This policy applies to:

- all food and drink provided or able to be purchased on NMDHB premises for consumption by staff and visitors
- any external parties contracted to provide food or catering services at any NMDHB facility or function.

This policy excludes:

- meals for patients, which are covered by a separate contract with the Food Service Provider
- food brought to work by staff for their own consumption
- food provided by clients/patients for their own use
- staff shared meals and treats for staff, e.g. birthday cakes and food provided for special occasions like Christmas Day, Easter
- gifts from families /whanau of patients to staff.

However staff, clients/patients and families are encouraged to provide healthy eating options.

Policy

NMDHB is committed to promoting health for all visitors and employees by providing consistent messages and practices relating to food and nutrition which will reflect the Ministry of Health [NZ Food and Nutrition Guideline statements for healthy adults](#).

Food provided for all staff and visitors to NMDHB should meet the Catering Guidelines in [Appendix 1](#) and the sugar-sweetened beverage requirements in [Appendix 2](#).

Responsibilities

Position	Responsible for
General Managers	Implementation and monitoring of this policy within their services
Service Managers	Implementation and monitoring of this policy throughout their service. Using the relevant guidelines (see Appendices) as service specifications.
All managers and team leaders	Implementation and monitoring of this policy within their area of responsibility.
Food service providers on NMDHB premises	Complying with the requirements of this policy for all food and beverages provided to or available for purchase by staff and visitors on NMDHB premises or at any NMDHB function.
Staff responsible for any catering	Staff shall use the contracted Food Service Provider for NMDHB-funded functions on site. If the function is off-site then staff are encouraged to use the Food Service Provider or, when this is not possible, to follow the Catering Guidelines.

Associated documents

- NMDHB Breastfeeding in the workplace policy
- [Catering Guidelines \(Appendix 1\)](#)
- [Sugar-Sweetened Beverage Requirements \(Appendix 2\)](#)
- [Vending Machines and Snack Boxes \(Appendix 3\)](#)
- [Fundraising \(Appendix 4\)](#)

References

- [Healthy Eating - Healthy Action, Oranga Kai Oranga Pumau. Implementation plan 2004-2010](#). Wellington: Ministry of Health (*refer to page 4 for Key Messages*)
- [Food and Nutrition Guidelines for Healthy Adults - A Background paper \(October 2003\)](#). Wellington: Ministry of Health
- [NZ Food and Nutrition Guideline statements for healthy adults](#). Wellington: Ministry of Health
- [Draft Guideline: Sugars intake for adults and children](#) (March 2014). World Health Organisation

APPENDIX 1: CATERING GUIDELINES

Offer a variety of food and beverages to ensure healthy choices are always available:

- Offer vegetable and fruit choices at every meal or function.
- Provide bread, pasta, rice, cereals and other grain products (at least 50% of sandwiches should be on wholemeal, rye or wholegrain).
- Use low-fat milk and dairy products in cooked food where possible, e.g. trim milk, light cream cheese/sour cream, light yoghurt - and always offer low-fat milk with hot drinks.
- Offer a choice of lean meat, poultry, eggs, seafood, dried peas beans and lentils.
- Make at least 25% of sandwiches or savoury dishes vegetarian. Note that not all vegetarians eat eggs and dairy products, so it is advisable to include at least one vegetarian option without eggs or dairy.
- Portion sizes should meet the guidelines of the Food Service Provider contract and not be up-sized.
- Where practicable, food provided should be appropriate to the dietary, cultural and/or religious beliefs of individuals.
- Prepare and offer food and beverage choices with minimal fat, salt and sugar.

Catering Orders:

- When ordering lunches it is recommended that high-fat baked products (pastries, cakes, biscuits, slices) are limited to one per person.
- For morning and afternoon tea it is recommended that lower-fat options such as muffins, scones, fresh fruit or sandwiches are ordered.

APPENDIX 2: SUGAR-SWEETENED BEVERAGE REQUIREMENTS

- From May 1st 2016 offer only plain water and unflavoured milk beverage options
- Hot beverages, such as tea and coffee, where sugar is added after point of sale are excluded from this Policy

Justifications:

- Sugar sweetened beverages¹ (SSB's) contain high amounts of sugar and are a major risk factor for obesity, type 2 diabetes, tooth decay and a number of other diseases
- Artificially sweetened beverages (ASB's), fruit juices and smoothies displace healthier beverage options and maintain a taste for sweetness which often leads to poor diet choices
- ASBs have no nutritional value - they are free of calories but not of consequences
- Fruit juices and smoothies contain natural fruit sugars which become concentrated when made into juice or smoothies. Even though these products contain some nutrients, they have more sugar and calories than SSBs
- The acidic nature of ASBs, fruit juices and carbonated beverages can cause tooth decay through erosion of the tooth enamel surface, and additionally for fruit juices through their high sugar content.

¹ Any beverage that contains added caloric sweetener usually sugar. The main categories of sugary drinks include soft-drinks/fizzy-drinks, sachet mixes, fruit drinks, cordials, flavoured milks, flavoured waters, cold teas/coffees, and energy/sports drinks" – New Zealand Beverage Guidance Panel

APPENDIX 3: VENDING MACHINES AND SNACK BOXES

Vending machine and commercial snack box contents should seek to achieve the “Better Vending for Health” nutritional criteria specified below. A minimum of 60% Better Choices and 40% Other Choices will be encouraged, with this ratio being progressively altered over time. Promotional material on vending machines and snack boxes should express the intent of the NMDHB *Healthy Eating for Staff and Visitors* policy.

	ENERGY	SATURATED FAT	SODIUM
BETTER CHOICES	≤ 800Kj per packet*	≤ 1.5g/100g	≤ 450mg/100g
	Excludes confectionary items - e.g. soft/hard lollies (candy), marshmallows, licorice, chocolate, carob or chewing gum. Sugar-free varieties are also excluded.		
OTHER CHOICES	≤ 800kj per packet	Not restricted	

* For packets containing more than one serving of an item it is the packet size (not the serving size) that must meet these guidelines.

APPENDIX 4: FUNDRAISING & GIFTS

- Items used, sold or promoted for fundraising on NMDHB premises should be in keeping with the NMDHB *Healthy Eating for Staff and Visitors* policy.
- Gifts offered to or by staff on behalf of NMDHB if containing food (e.g. staff Christmas gifts or gifts to guest speakers) should be in keeping with the NMDHB *Healthy Eating for Staff and Visitors* policy.
- Sponsorship arrangements within NMDHB should be in keeping with the NMDHB *Healthy Eating for Staff and Visitors* policy.