Evaluation on the outcome of CMC Staff’s Weight Management Program

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Introduction
Obesity is considered a chronic disease and a public health issue by the World Health Organization. Numerous studies stated that obesity is associated with type 2 diabetes, hypertension and hyperlipidemia, in additional to increasing the risk of cardiovascular morbidity and mortality. A weight reduction of 5%-10% has been shown to improve the cardiovascular risk profile and glycemic control in obese individuals (American Dietetic Association, 2009). Advocacy of healthy lifestyle in workplace and healthy workers are more productive which is beneficial to both the organization and employee (WHO, 2015).

Objectives
This program aimed to improve the health condition of CMC staff to advocate healthy eating and lifestyle modification, to be a role model to patients and for better productivity at work.

Methodology
A 10 weeks weight management program for CMC staff with BMI over 22.9kg/m2 included: (1) An initial assessment for collecting anthropometric data, medical history, medication, dietary history and exercise level. (2) An interactive presentation which provided nutritional education on weight management and portion control. A tailored-made meal plan was given for each participant. (3) Four individual dietetic consultations were conducted in week 1, 2, 6 and 10. Outcome measures included body weight, body mass index (BMI), percentage of body fat (%Fat) and waist circumference. At the last consultation, participants were asked to fill in a 5- scale satisfaction survey (1 represented very unsatisfied and 5 represented very satisfied).
Statistical significance was set at $p < 0.05$. All statistical analyses were performed with SPSS version 19.0.

**Result**

A total of 35 overweight female CMC staff, mean aged of 48, self-nominated to participate. 66% staff completed the program with statistically significant changes in body weight ($66.29 \text{kg} \pm 8.71$ vs $63.43 \text{kg} \pm 8.33$, $p=0.000$, 4.3% reduction), BMI ($27.47 \text{kg/m}^2 \pm 2.98$ vs $26.29 \text{kg/m}^2 \pm 2.88$, $p=0.000$, 4.3% reduction), % Fat ($37.49\% \pm 5.24$ vs $34.59\% \pm 5.59$, $p=0.008$, 7.2% reduction) and waist circumference ($90.18 \text{cm} \pm 8.94$ vs $83.69 \text{cm} \pm 9.31$, $p=0.000$, 6.7% reduction). Satisfaction on weight loss progress and motivation scored 3.75 and 4.5 respectively. Participants gave a 4.08 score for the improvement in health condition and 4.61 score was given for the overall satisfaction of this program. 91.6% of participants would like to re-participate or would recommend this program to others in the future. In conclusion, 4.3% weight reduction was achieved from this program. The weight management program was successful in promoting healthy lifestyle and improving health condition of staff.