

Annog cymudo bywiog Encouraging active commuting

TAFLEN GWYBODAETH INFORMATION SHEET FH06C

“Mae anweithgarwch a dirywiad mewn ffirwydd corfforol a'r problemau iechyd sy'n gysylltiedig â hwy yn effeithio ar weithwyr llywodraeth fel ag y gwnânt ar y boblogaeth ehangach. Mae'r Cynulliad Cenedlaethol wedi ymrwmo i leihau lefelau absenoldeb yn y gwasanaeth sifil a chydabyddwn ein cyfrifoldeb, fel cyflogwr cyfrifol, i helpu ein gweithwyr i gael ffordd o fyw iach ac egniol.”

Dr David Salter, Prif Swyddog Meddygol Gweithredol, Cymru

Mae gennym well gofal iechyd, bywydau sy'n llai o dreth ar y corff a gweithleoedd mwy diogel nag a fu gan genedlaethau blaenorol, eto cymrwn fwy o amser o'r gwaith oherwydd salwch. Collodd economi Prydain 192 miliwn o ddiwrnodau gwaith yn 2004⁽¹⁾. Yng Nghymru mae salwch ac absenoldeb bellach yn costio £4.5 biliwn y flwyddyn i ni⁽²⁾.

Mae corff cynyddol o ymchwil o bob rhan o'r byd yn dangos bod pobl sy'n egniol yn eu bywyd pob dydd yn weithwyr mwy cynhyrchiol a bod ganddynt well hanes o bresenoldeb. Efallai y bydd cyflogwyr felly yn gweld ei bod o le uniongyrchol iddynt hwy i helpu eu staff i deithio yn fwy egniol.

Yn gyffredinol mae gweithwyr iachach o fudd i'w cyflogwr drwy:

- leihad mewn absenoldeb⁽³⁾
- cyfraddau trosiant is⁽⁴⁾
- gwell cynhyrchiant a moral gweithwyr⁽⁵⁾
- costau gofal iechyd is⁽⁶⁾.

“Inactivity and declining physical fitness, and their associated health problems, affect government employees as they do the wider population. The Welsh Assembly has pledged to reduce absence levels in the civil service, and we recognise our responsibility, as a responsible employer, to help our employees have a healthy and active lifestyle.”

Dr David Salter, Acting Chief Medical Officer, Wales

We have better healthcare, less physically demanding lives and safer workplaces than previous generations, yet we take more time off work due to sickness. 192 million working days were lost to the British economy in 2004⁽¹⁾. In Wales, sickness and absenteeism now cost us £4.5 billion per annum⁽²⁾.

A growing body of research from around the world indicates that people who are active in their daily lives are more productive employees and have better attendance records. Employers may therefore find that it is in their direct interest to help their staff travel more actively.

In general terms healthier employees benefit their employer through:

- reduced absenteeism⁽³⁾
- lower turnover rates⁽⁴⁾
- improved productivity and employee morale⁽⁵⁾
- lower health care costs⁽⁶⁾.



Mae Teithio Byw yn gweithio gyda llunwyr polisi ac ymarferwyr i hyrwyddo cerdded a beicio fel gweithgaredd corfforol sy'n gwella iechyd. Sustrans yw elusen cludiant cynaliadwy flaenaf y DU ac mae'n gweithio ar brosiectau ymarferol i annog pobl i gerdded, beicio a defnyddio cludiant cyhoeddus er budd eu hiechyd a'r amgylchedd.

Active Travel works with policy-makers and practitioners to promote walking and cycling as health-enhancing physical activity. Sustrans is the UK's leading sustainable transport charity and works on practical projects to encourage people to walk, cycle and use public transport to benefit health and the environment.

National Cycle Network Centre, 2 Cathedral Square, College Green, Bristol, BS1 5DD

Teithio byw a gweithleoedd iach

Active travel and healthy workplaces

Mae cyflogwyr yn gynyddol bryderus am gost absenoldeb a salwch. Gellir mynd i'r afael â'r pryderon hyn drwy hybu iechyd da, er enghraifft, drwy annog staff i ddod yn gorfforol egniol. Mae pobl sydd heb ffitrwydd corfforol yn fwy tebyg i fod yn sâl yn amlach, ac i wella yn arafach, na'r rhai hynny sy'n heini⁽⁷⁾.

Po fwyaf egniol y bydd pobl, lleiaf i gyd y maent mewn perygl o glefydau mawr megis clefyd coronaidd y galon, strôc, arthrits, osteoporosis, a rhai canserau. Mae'r Cynulliad Cenedlaethol wedi gosod targed ar gyfer Cymru i 70% o'r boblogaeth fod yn "gymharol egniol" erbyn 2020⁽⁸⁾.

Hybu ymarfer corff yn y gweithle

Profwyd bod rhaglenni ffitrwydd i weithwyr yn lleihau absenoldebau, cynyddu cynhyrchiant a lleihau costau gofal iechyd⁽⁹⁾. Nid yw hyn yn syndod: mae'n wybyddus ers amser hir bod ymarfer a wneir y tu allan i'r gweithle neu yn ystod gwaith yn gwella iechyd a lleihau salwch^{(10) (11)}.

Mae Cynulliad Cenedlaethol Cymru yn cydnabod bod gweithlu iachach yn fwy effeithiol ac yn ddiweddar cyflwynodd *Iechyd ar Waith: Cyrraedd y Nod* fel nod ansawdd mewn hybu iechyd yn y gweithle. Ymarfer corff yw un o gydrannau craidd y Safon, lle

Employers are increasingly concerned by the cost of absence and sickness. These concerns can be addressed by promoting good health, for example by encouraging staff to become physically active. People who lack physical fitness are more likely to be ill more often and recover more slowly than those who are fit⁽⁷⁾.

The more people are active the less they are at risk of major diseases such as coronary heart disease, stroke, arthritis, osteoporosis, and some cancers. The Welsh Assembly has set a target in Wales for 70% of the population to be "reasonably active" by 2020⁽⁸⁾.

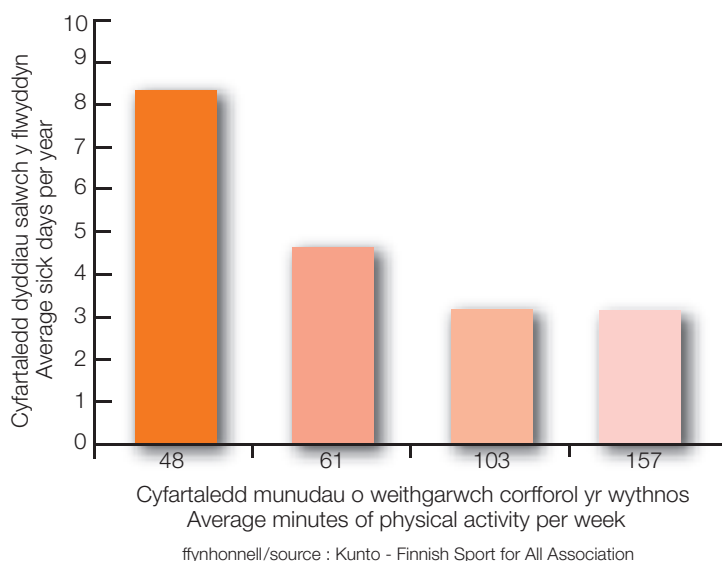
Workplace exercise promotion

Employee fitness programmes have been shown to reduce absence, increase productivity and cut healthcare costs⁽⁹⁾. This is not surprising: exercise taken outside the workplace or during the course of work has long been known to improve health and reduce sickness^{(10) (11)}.

The National Assembly for Wales recognises that a healthier workforce is more effective and has recently introduced *Health at Work: The Corporate Standard* as a mark of quality in health promotion in the workplace. Exercise is one of the core



Mae pobl sy'n egniol yn rheolaidd yn colli llai o ddyddiau gwaith drwy salwch
Regularly active people take less sick leave



Mae'r Ffindir wedi arwain y ffordd wrth fesur sut mae absenoldeb o'r gwaith yn gostwng wrth gadw'n heini
Finland has taken the lead in measuring how physical activity can help reduce levels of sickness absence

"na fydd rhaid i sefydliadau osod cryno-gampfeydd neu byllau nofio... gall darparu raciau beic a chawodydd wneud llawer i hybu ymarfer fel rhan o'r drefn ddyddiol arferol"⁽¹²⁾.

Mae gweithwyr sy'n cymryd rhan mewn lefelau uchel o ymarfer corff wedi dangos gostyngiad sylweddol mewn diwrnodau salwch⁽⁹⁾. Canfu peth ymchwil fod hyd yn oed ymarfer ar un diwrnod o'r wythnos yn y gwaith yn gysylltiedig gydag absenoliaeth is o gymharu â dim ymarfer o gwbl, tra bod dau ddiwrnod yn fwy ffafriol nag un⁽¹³⁾.

Adroddodd arolwg cenedlaethol o 22,000 o weithwyr yn Ffrainc bod 38% yn cymryd rhan mewn ymarfer corff ar lefelau isel, cymedrol neu uchel, tra bod 62% ddim yn egniol. Roedd gan bob un oedd yn gwneud ymarfer corff lai o anafiadau diwydiannol na phobl eisteddog, gyda'r rhai oedd yn gwneud y mwyaf o ymarfer corff â'r lleiaf o anafiadau diwydiannol. Roedd hyd yr absenoldebau ar gyfer anafiadau diwydiannol a salwch ymhlith rhai oedd yn gwneud ymarfer corff hefyd yn fyrrach⁽¹⁴⁾.

Straen a chynhyrchiant

Yng Nghanada dangosodd Arolwg Ffitrwydd Perrier bod gweithwyr sy'n meddu ar ymrwymiad cryf i ymarfer corff yn teimlo'n llai blinedig, wedi ymlacio mwy, yn fwy hunan hyderus ac yn fwy cynhyrchiol na'r rhai hynny heb ymrwymiad o'r fath. Er nad yw cysylltiadau o'r fath yn profi bod ymarfer corff yn gwella hwyliau rhywun, mae data hydredol yn cefnogi'r farn bod ymarfer corff yn achos yn hytrach na chanlyniad cyflwr o hwyliau da⁽¹⁵⁾.

Annog gweithgaredd corfforol dyddiol

Awgryma tystiolaeth y gall cyflogwyr elwa o sefydlu rhaglenni ymarfer corff yn y gweithle. Fodd bynnag, gall graddfeydd cyfranogiad fod yn isel⁽¹⁶⁾, ac mae'n bosibl y byd rhaglenni yn apelio at weithwyr sydd eisoes yn lled heini a iach (mae'n eithaf posibl y bydd y cyflogwr yn teimlo bod hyn yn ddigon o gyfiawnhad ynddo'i hun). Gall busnesau fod yn fwy tueddol i ddarparu cyfleoedd ar gyfer gweithgaredd corfforol os bydd cyfran fwy o'r staff yn debygol o gymryd rhan a manteisio ar y manteision iechyd⁽¹⁷⁾.



Defnyddiwyd y poster hwn gan y cyngor sir, busnes lleol ac mewn sinemâu a llyfrgelloedd i annog cymudo bywiog yn Swydd Buckingham

This poster was used by the County Council, local business and in cinemas and libraries to encourage active commuting in Buckinghamshire.

components of the Standard, where "organisations don't have to install multi-gyms or swimming pools... the provision of bicycle racks and showers can do much to promote exercise as part of a normal daily routine"⁽¹²⁾.

Employees participating in high levels of exercise have shown a significant decline in sick days⁽⁹⁾. Some research found that even exercising on one day a week at work was associated with lower absenteeism when compared with no exercise, while two days was more favourable than one⁽¹³⁾.

A French national survey among 22,000 employees reported that 38% participated in exercise at low, moderate or high levels, while 62% were not active. All exercisers had fewer industrial injuries than sedentary people with those exercising most having the fewest. The duration of absences among the exercisers for industrial injuries and for illness was also shorter⁽¹⁴⁾.

Stress and productivity

In Canada, the Perrier Survey of Fitness found that employees with a strong commitment to exercise felt less tired, more relaxed, more self-confident and more productive than those without such a commitment. While such associations do not prove that exercises enhance mood, longitudinal data support the view that

Y dewis arall, neu yn wir yr ymagwedd gyflenwol, yw darparu cyfleusterau ac anogaeth i staff i adeiladu gweithgaredd corfforol iach i'w bywyd pob dydd, drwy "gymudo egnïol" - cerdded neu feicio i'r gwaith (efallai ar gyfer teithiau pellach ar y cyd gyda mathau eraill o drafnidiaeth). Mae tystiolaeth yn awgrymu bod y gwelliant mwyaf i iechyd yn digwydd pan fydd y grwpiau mwyaf eisteddog yn dod yn egnïol⁽¹⁸⁾. Efallai y gall cerdded a beicio i'r gwaith apelio mwy i'r grwpiau hyn, gall efallai fod yn rhatach ac yn fwy cost effeithlon i'r cyflogwr, a gallai ddeillio ar fanteision cyfocrog megis lleihad mewn problemau tagfeydd traffig o amgylch y safle a gostyngiad mewn gwariant ar gymorthdaliadau parcio ceir.

Gwerth teithio byw

Mae'n bosibl mai cerdded a beicio yw'r math mwyaf hygyrch a'r lleiaf costus o ymarfer corff, gan y gellir eu cyfuno i strwythur arferol y diwrnod, ac oherwydd y costau cyffredinol isel⁽¹⁹⁾.

Felly gall datblygu cynlluniau teithio i'r gweithle⁽²⁰⁾ a hybu cymudo egnïol fod y ffyrdd mwyaf ymarferol ac effeithiol o gynyddu lefelau gweithgaredd corfforol gweithwyr. Yn wir mae lechyd ar Waith: Cyrraedd y Nod y Cynulliad Cenedlaethol yn cefnogi'r farn hon⁽¹²⁾.

Manteision iechyd cerdded a beicio

Yng ngeiriau Papur Gwyn ar Iechyd y Cyhoedd 2004, 'mae cerdded a beicio yn cyflwyno dulliau ymarferol, amgen o weithgaredd a allai fod yn rhan o'r drefn ddyddiol i'r rhan fwyaf o bobl⁽²¹⁾, ac mae digonedd o dystiolaeth sy'n dangos manteision iechyd cyffredinol yr arfer o gerdded a beicio fel gweithgaredd corfforol.

Cerdded yw'r dull mwyaf cyffredin o weithgaredd corfforol fel modd o deithio sydd ar gael. Hwn yw'r dull pennaf o deithio ar gyfer teithiau llai na milltir o hyd, ar gyfer 77% o deithiau⁽²²⁾.

exercise is the cause rather than the consequence of a favourable mood state⁽¹⁵⁾.

Encouraging everyday physical activity

Evidence suggests that employers can benefit from establishing workplace exercise programmes. However, participation rates may be low⁽¹⁶⁾, and programmes may appeal to employees who are already reasonably fit and healthy (the employer may well feel this is justification enough). Businesses may be more inclined to provide opportunities for physical activity if a larger proportion of staff are likely to participate and reap the health benefits⁽¹⁷⁾.

An alternative, or indeed complementary, approach is to provide facilities and incentives for staff to build healthy physical activity into their daily lives, by "active commuting" – walking or cycling to work (perhaps for longer trips in combination with other forms of transport). Evidence suggests that the greatest improvement in health arises when the most sedentary groups becoming active⁽¹⁸⁾. Walking and cycling to work may appeal more to these groups, may be cheaper and more cost-effective for the employer, and could produce collateral benefits such as a reduction in traffic congestion problems around the site and reduced expenditure on car parking subsidies.

The value of active travel

Walking and cycling are potentially the most accessible and the least expensive forms of exercise, since they can be built into the normal structure of the day, and because of the low overall costs⁽¹⁹⁾.

Developing workplace travel plans⁽²⁰⁾ and encouraging active commuting can therefore be the most practical and effective ways to increase employee physical activity levels. Indeed the National Assembly's Health at Work: Corporate Standard supports this view⁽¹²⁾.



Ceir tystiolaeth gref sy'n awgrymu bod ymyriadau sy'n hybu gweithgaredd corfforol dwysedd cymedrol ac sydd heb fod yn dibynnu ar gyfleusterau (yn enwedig cerdded) yn gysylltiedig â newidiadau mewn arfer mwy hir dymor⁽²³⁾. Yn ogystal daeth adolygiad systematig o strategaethau hyrwyddo gweithgaredd corfforol i'r casgliad y dylai cerdded, y gweithgaredd sydd ar gael yn fwyaf eang, gael ei flaenoriaethu.

Er mwyn cynyddu atyniad cerdded: "bydd rhaid rhoi sylw i ffactorau amgylcheddol, sy'n dylanwadu ar ddiogelwch personol a chyfleustra"⁽²⁴⁾ yn enwedig os bydd "pobl ddim ond yn dewis cerdded a beicio lle mae'r cyfleusterau y mae angen iddynt eu cyrchu o fewn cyrraedd rhwydd, a bod y daith yn mynd â hwy drwy amgylchedd stryd bleserus a chroesawgar"⁽²⁵⁾.

Gall beicio, y dull cludiant sydd efallai'n yn cynnig y potensial mwyaf ar gyfer twf ar y daith i'r gwaith, roi'r un gwelliannau i bob pwrpas mewn perfformiad corfforol â rhaglenni hyfforddi ffitrwydd penodol.

Canfu astudiaeth o oedolion yn Copenhagen, yn cynnwys 6,954 o oedolion oedd yn beicio i'r gwaith, bod gan feicio swyddogaeth amddiffynnol gref. Daeth yr ymchwilyr i'r casgliad, ar sail asesiad hunan gofnodi iechyd, pwysedd gwaed, cholesterol, mynegai mas y corff, a ffactorau risg megis ysmegu, bod, "hyd yn oed ar ôl gwneud addasiad ar gyfer ffactorau risg eraill gan gynnwys gweithgaredd corfforol amser hamdden roedd y rhai hynny nad oedd yn beicio i'r gwaith yn dioddef graddfa marwolaeth 39% yn uwch na'r rhai a wnâi hynny"⁽²⁶⁾.

Health benefits of walking and cycling

In the words of the 2004 Public Health White Paper, 'walking and cycling present practical, alternative forms of activity that can be part of the daily routine for most people'⁽²¹⁾, and there is ample evidence demonstrating the general health benefits of routine walking and cycling as physical activity.

Walking is the most widely available form of physical activity as a means of transport, and therefore highly equitable. It is the dominant form of transport for journeys under one mile, at 77% of journeys⁽²²⁾.

There is strong evidence to suggest that interventions which promote moderate intensity physical activity and are not facility dependent (particularly walking) and are associated with longer-term changes in behaviour⁽²³⁾. Moreover, a systematic review of physical activity promotion strategies concluded that walking, the activity most widely available, should be prioritised.

In order to increase the attractiveness of walking: "attention will need to be paid to environmental factors which influence personal safety and convenience"⁽²⁴⁾ especially if "people will only choose to walk and cycle where the facilities they need to get to are within easy reach, and the journey will take them through a pleasant and welcoming street environment"⁽²⁵⁾.

Cycling, the mode of transport which may offer most potential for growth on the commuting journey, can yield much the same improvements in physical performance as specific fitness training programmes.

A study of adults in Copenhagen, including 6,954 adults who cycled to work, found that cycling has a strong protective function. Assessed by self-reported health, blood pressure, cholesterol, Body Mass Index, and risk factors such as smoking, the researchers concluded that, "even after adjustment for other risk factors, including leisure time physical activity, those who did not cycle to work experienced a 39% higher mortality rate than those who did"⁽²⁶⁾.



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