



WORKPLACE EXERCISE ON REFERRAL SCHEME

Welcome Pack & Programme Guide

Your 12-Week Journey to Sustainable
Health, Recovery, and Vitality



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Welcome to the Workplace Exercise on Referral Scheme



Welcome to your structured pathway to better health. If you have been referred to this scheme, it is because your employer and your onsite fitness team are fully invested in your long-term well-being. This initiative represents a profound shift in corporate healthcare, from reactive treatment to focusing on proactive and preventative physical conditioning.

What is the Scheme?

This is a completely FREE 12-week programme designed for you. The true purpose of this scheme extends far beyond simply getting you "back to work" or ensuring you can complete your daily operational tasks. It is designed to rehabilitate your body, protect your joints from the repetitive strains of manual labour, and equip you with the fundamental habits needed to live a vibrant, healthy, and pain-free life outside of the workplace.

We understand that a demanding career - especially one involving shift work, lifting, or prolonged standing - takes a physical toll on the human frame. Over time, these daily stresses can manifest as chronic fatigue, joint stiffness, and recurring injuries that erode your quality of life. This scheme acts as a circuit breaker. Over the next 12 weeks, we will work closely with you to address these issues at their root cause, restoring your mobility, building structural strength, and boosting your daily energy reserves.

What is Included?

- 24/7 Access to the Workplace Gym Facility

Total flexibility to train whenever suits your specific shift pattern, removing the barrier of restrictive opening hours.

- Personalised Rehabilitation Guidance

Structured, evidence-based movement to address your specific recovery, postural, and health needs.

- Healthy Lifestyle & Nutrition Coaching

Practical, realistic strategies tailored to the unique physiological demands of industrial and shift-based roles.

- Onsite Fitness Team Support

Dedicated expert guidance, continuous technique checks, and motivational accountability throughout your entire 12-week journey.

How to Book Your First Appointment

Before you can begin utilising the gym facility, you must complete your initial consultation and join-up appointment. This allows us to thoroughly assess your current movement patterns, discuss your medical history, and safely induct you into the space.

How to book: Simply drop an email to our team.

Email: manager@minihealthhub.co.uk

Location: Building 10.0 (Access via the roadside entrance)



Foundations of a Healthy Lifestyle



True rehabilitation relies heavily on what happens during the 23 hours of the day when you are not exercising. When recovering from injury, illness, or chronic stress, your lifestyle choices dictate how quickly and effectively your body repairs itself.

1. Sleep and Recovery

Sleep is the absolute foundation of all physiological repair. When you enter deep sleep, your body undergoes a massive hormonal shift. Blood flow to your muscles increases, delivering oxygen and nutrients, while the pituitary gland releases growth hormone to stimulate tissue growth, muscle repair, and bone strengthening.

Shift Management: Aim for 7-9 hours of sleep per 24-hour cycle. If shift patterns disrupt this, utilise a dedicated 4-to-5-hour "anchor sleep" block at the same time daily, supplemented with a targeted 20-minute pre-shift nap.

The Environment: Keep your bedroom pitch-black and cool (15-18 degrees C). This cooling mimics the natural drop in core body temperature required to sustain deep, restorative sleep phases.

2. NEAT: The Invisible Health Multiplier

NEAT (Non-Exercise Activity Thermogenesis) is the energy expended for everything we do that is not sleeping, eating, or structured exercise - such as walking, cleaning, and standing.

The Mechanical Benefit: Structured gym sessions are vital, but they represent a tiny fraction of your day. Higher NEAT levels ensure your joints remain lubricated. Joint fluid relies entirely on movement to circulate; regular low-level activity flushes out metabolic waste and prevents structural stiffness.

Simple Adjustments: Take the long route to the break room, choose the stairs, or stand and stretch for two minutes every hour to keep your structural frame aligned and your circulation active.

3. Mental Health and the Physiology of Stress

Rehabilitation can be mentally frustrating. However, managing your mindset is critical because chronic emotional stress elevates cortisol, a hormone that promotes systemic inflammation, disrupts deep sleep, and delays physical tissue healing.

View this 12-week programme as a dedicated opportunity to disconnect from external pressures. The gym is not just for physical conditioning; it acts as a tool to switch your nervous system from a stressed state into a relaxed, healing state.

Tracking small victories - like improved shoulder flexibility, a steadier knee during a step-up, or simply feeling more clear-headed after a workout - retrains the brain and actively lowers stress chemistry.



Nutrition Guidance: Fuelling for Shift Work

Operating on a shift pattern or performing manual tasks means your digestive system and energy levels face unique challenges. Eating the wrong foods at the wrong times can lead to severe energy crashes, poor sleep, and systemic inflammation that actively hinders your physical recovery.

The Science of the Shift Work Strategy

Our bodies operate on an internal 24-hour biological clock known as the circadian rhythm. This rhythm regulates everything from blood pressure and core body temperature to the release of digestive enzymes and insulin sensitivity. When you work rotating or night shifts, you force your body to operate against this natural programming.

Prioritise Lean Protein & Vegetables

Protein provides the essential building blocks needed to repair muscle tissue, tendons, and joints. Vegetables provide vital vitamins, minerals, and antioxidants needed to combat oxidative stress. Aim to include a palm-sized portion of protein and a handful of colourful vegetables with every major meal.

Manage Carbohydrates Around Activity

Carbohydrates are your body's primary fuel source, but they must be timed correctly. Consume complex carbohydrates (porridge oats, brown rice, sweet potatoes, wholemeal wraps) in the meal before a demanding shift or gym session. Consuming large amounts when sedentary can lead to blood sugar spikes followed by a sharp crash.

The "Night Shift" Rule (2:00 AM - 5:00 AM)

During the early hours, your insulin sensitivity drops to its lowest point and your metabolism slows significantly. Consuming heavy, carbohydrate-dense meals during this window results in bloating, acid reflux, and intense sluggishness. Instead, keep meals exceptionally light and protein focused: a handful of nuts, a protein shake, cottage cheese, or a piece of fruit.

Hydration is Mandatory

Dehydration is one of the leading causes of premature fatigue. Water is a critical component of joint health - your joints are padded by cartilage which relies heavily on water to maintain its cushioning properties. Dehydration reduces joint lubrication, increases muscle tightness, and makes you far more susceptible to strains and injuries. Aim for 2.5 to 3 litres of water daily and sip consistently throughout your shift.



The Importance of Being Active

A common misconception among individuals in physical occupations is: "I am on my feet all day, so I do not need to go to the gym." However, there is a profound difference between occupational physical activity and structured, rehabilitative exercise.

The Problem with Repetitive Movement

Manual work relies on repetitive, habitual movements designed for task efficiency rather than musculoskeletal balance. If your job involves standing for hours on concrete, repeatedly lifting from one side, or bending forward over a workstation, you are subjecting your body to asymmetrical loading.

Over months and years, these repetitive movements create severe muscle imbalances. Certain muscle groups become chronically overworked and tight, while opposing groups become weak and switched off. This imbalance alters your joint mechanics - your body forces your joints to take the brunt of pressure instead of your muscles. This is where chronic wear-and-tear and sudden injuries originate.

The Purpose of Your Referral Programme

Structured exercise is completely different because it is balanced, controlled, and intentional. The primary goal of this 12-week programme is not to add to your daily fatigue, but to correct the physical distortions caused by your working day.

Restoring Alignment

We target the underworked muscles. By strengthening your upper back and rear shoulders, we pull your spine back into vertical alignment, reversing the rounded-forward posture caused by manual tasks.

Protecting Your Joints

We focus heavily on joint stability. Strengthening the muscles surrounding your knees ensures the kneecap tracks correctly, absorbing shock efficiently during your shift rather than grinding away at the cartilage.

Building a Shield

A strong, braced core acts like a natural weightlifting belt. By learning to engage your deep abdominal muscles, you create an internal cylinder of support that shields your spine from the pressures of daily lifting.

Ultimately, entering the gym during this scheme is an act of self-care. It ensures that your body is robust enough to handle the demands of your job with ease, leaving you with the energy, mobility, and absence of pain needed to truly enjoy your life outside of the workplace.



The 45-Minute Exercise Referral Programme

This foundational programme is engineered to improve cardiovascular health, enhance mobility, restore spinal alignment, and build stability around key joints. Commit to this routine 2 to 3 times per week with at least one full rest day between sessions.

Phase 1: Warm-Up & Mobility (8 Minutes)

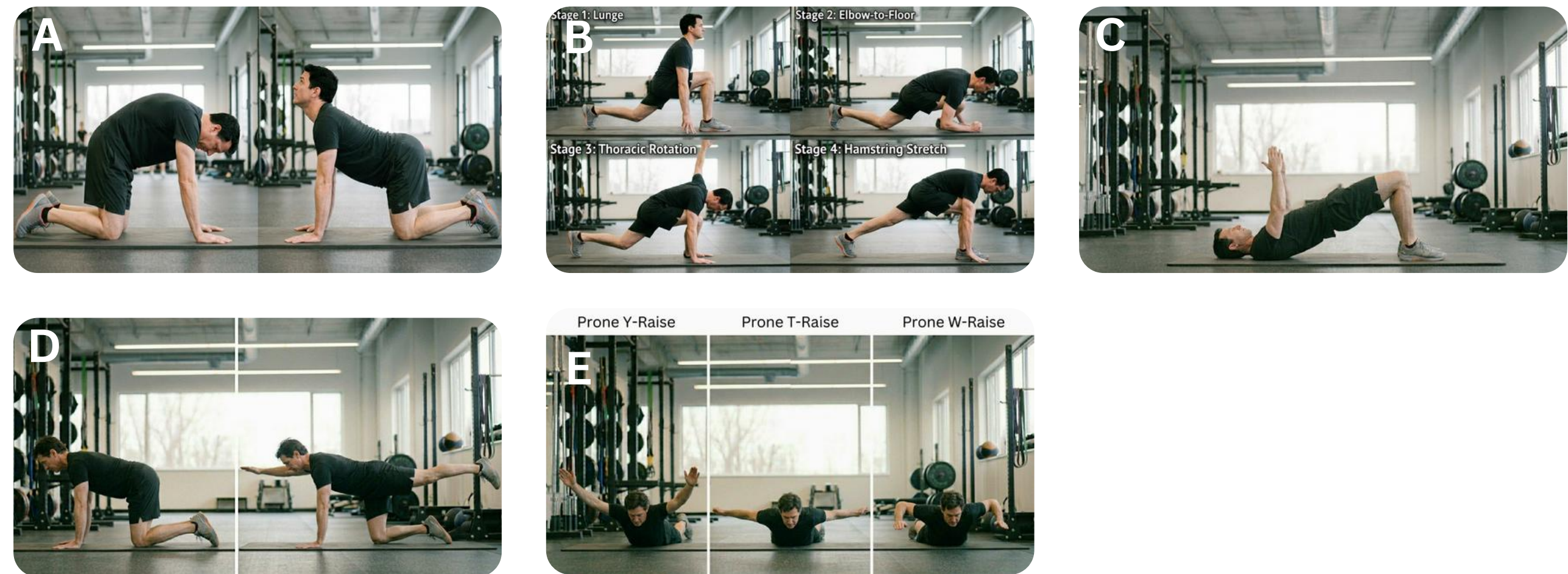
Goal: Increase core tissue temperature, stimulate synovial fluid to lubricate joints, and improve active range of motion.

Exercise	Duration	Technical Focus
Stationary Bike / Cross Trainer	5 Minutes	Low intensity. Steady pace to raise heart rate and get blood flowing to knee joints.
A. Cat-Cow Stretch	8-10 Reps	On hands and knees. Alternately arch and round the back slowly with your breath to mobilise the spine.
B. World's Greatest Stretch (if able)	5 per side	Deep lunge, drop elbow inside foot, rotate upper body reaching arm to ceiling. Opens hips and thoracic spine.

Phase 2: Posture, Core & Stability (12 Minutes)

Goal: Wake up the stabilising muscles responsible for protecting your lower back and maintaining upright spinal alignment.

Exercise	Sets x Reps	Rest	Technical Focus
C. Glute Bridges	3 x 12	45s	Drive through heels, squeeze glutes at top to unload lower back.
D. Bird-Dog	3 x 8/side	45s	Extend opposite arm and leg. Keep torso stable, no arching or rocking.
E. Prone Y-T-W Raises	2 x 10	45s	Face down, lift arms into Y, T, W shapes. Targets rhomboids and lower traps to reverse rounded shoulders.



The 45-Minute Exercise Referral Programme

Phase 3: Strength & Knee Health (15 Minutes)

Goal: Build functional lower-body stability, upper-body balance, and structural joint resilience.

Exercise	Sets x Reps	Rest	Technical Focus
F. Squats	3 x 10	60s	Sit back and down, keeping your chest up, go as low as the range will allow, drive upward. Knees track over toes.
G. Seated Row	3 x 12	60s	Pull handle toward lower ribs, lead with elbows, squeeze shoulder blades together.
H. Step-Ups (Low Platform)	2 x 10/leg	60s	Push through heel of leading foot. Control descent for quadriceps control and knee stability.

Phase 4: Cardiovascular Conditioning (5 Minutes)

Goal: Elevate heart rate to improve aerobic capacity, respiratory efficiency, and general stamina.

Modality: Stationary Cycle, Rower, or Brisk Incline Treadmill Walk.

Protocol: Maintain a moderate-to-high intensity effort. You should be breathing heavily and sweating, operating at a level where you can still speak in short, broken sentences but cannot comfortably hold a full conversation.

Phase 5: Flexibility & Cool Down (5 Minutes)

Goal: Lower heart rate, transition the nervous system to a restful state, and elongate chronically tight muscle groups.

J. Standing Quadriceps Stretch

Hold onto a wall for balance, grasp your ankle, and pull your heel toward your glute. Keep knees aligned. Reduces excessive tension on the kneecap. (Hold 30 seconds per leg)

K. Doorway Chest Stretch

Place forearms on either side of a door frame and gently step forward until you feel a comfortable stretch across your chest. Counteracts slouched posture. (Hold 30 seconds)

L. Seated Hamstring Stretch

Sit on the edge of a chair, extend one leg straight with heel on the floor, and hinge forward from the hips with a flat back until a gentle stretch is felt behind the thigh. (Hold 30 seconds per leg)



Conclusion: Bringing It All Together

Achieving long-term health is not about finding a magic quick fix; it is about consistency across all the areas outlined in this pack. Exercise, nutrition, sleep, and mental well-being are interconnected pieces of the same puzzle.

If you train hard but neglect sleep, your body cannot repair. If you eat well but remain sedentary, your joints lose their resilience.

Remember, this scheme is an investment in YOU. While a healthier, stronger body will undoubtedly make your working day feel easier and safer, the ultimate goal is to ensure you have the energy, vitality, and freedom from pain to enjoy your life outside of work - whether that means playing with your children, pursuing hobbies, or simply enjoying your hard-earned time off.

Take it one day at a time, utilise the expertise of your onsite fitness team, and enjoy the process of rebuilding your health.

Important Health & Safety Notice: Exercise Liability Disclaimer

Physical Activity Readiness : By participating in these exercise sessions, you acknowledge that all physical training involves an inherent risk of injury. You voluntarily assume full responsibility for your health, safety, and wellbeing. If you experience any pain, dizziness, or discomfort at any point, you must stop the activity immediately.

Instructor Guidance & Support : Your safety is our priority. If you require any assistance, have questions regarding technique, or need to discuss personal exercise modifications, please do not hesitate to seek professional guidance.

Attendance & Programme Evaluation : Please note that attendance and participation data for these sessions may be monitored, recorded, and evaluated as part of ongoing Human Resources (HR) and occupational wellbeing processes.

By registering for or attending this session, you confirm that you have read, understood, and agreed to the terms of this disclaimer.

Ready to take the first step?



Send us an email to arrange your consultation. We look forward to working with you.
manager@minihealthhub.co.uk