Choose Well, Live Well

Guidelines for the implementation of **nutrition standards** and **point of choice promotions** in Australian remote area camps

Acknowledgements

In 2014, Workplace Health and Safety Queensland (WHSQ) partnered with Easternwell Camp Management to fund a project aimed at developing a set of nutritional guidelines for Australian remote area camp food services, as part of the Queensland Government Healthier. Happier. Workplaces (formerly known as Workplaces for Wellness) initiative. The guide takes into consideration the unique environment and occupations of workers in remote area camps.

The guidelines are based on current available evidence, based primarily on the documents listed on **page 5**, and developed with consideration of the specific needs of this working group.

Easternwell Camp Management would like to acknowledge and thank those who assisted in the development of these guidelines including Easternwell project managers, camp chefs and workers who participated in trials, and Workplace Health and Safety Queensland.

Document reviewed April 2020 and aligns with the *A Better Choice Food Classification Guide* published by The State of Queensland (Queensland Health) October 2019.

CONTENTS

Aim

Choose Well, Live Well: Guidelines for the implementation of nutrition standards and point of choice promotions in Australian remote area camps aims to promote healthy choices within the workplace canteen in Australian remote area camps.

The aim of *Choose Well, Live Well* is to make the healthy choice, the easy choice through:

- developing practical nutritional guidelines
- promoting healthy options at all meal times by:
  - increasing availability of healthy options
  - decreasing availability of less healthy options
- encouraging employers to adopt policy, environmental and educational strategies that encourage better nutritional choices.

The target audience is male and female blue collar employees, working long shifts in a variety of sedentary or repetitive roles in the oil, gas, mining, energy, transport, trades and supply chain services sector.

The guidelines intend to provide the first standard developed specifically for remote area camps to promote health and nutrition within their workforce. They are designed to be used by camp managers, nutritionists/dietitians, chefs, menu planners or others involved in the development, planning or implementation of menus in these industries.

In Australia, the burden of chronic disease is on the rise, with approximately 63 per cent of Australian adults listed as overweight or obese[1].

Background

In a 2009 report on Australian workers and chronic disease, 33 per cent of Australian workers reported suffering from a chronic disease[2]. A further study in 2010 by the Australian Institute of Health and Welfare (AIHW) found that 96 per cent of those surveyed had at least one modifiable risk factor, including smoking, poor diet, stress, low physical activity or high alcohol consumption[3]. Australians are predicted to spend one third of their lifetime at work, and initiatives targeting working adults have the potential to have a large impact on reducing these key modifiable risk factors.

In addition to the general risk factors of working adults, shift workers (and particularly fly in fly out (FIFO) workers) are susceptible to further risk factors which impact heavily on their health and well-being. Shift work has been associated with an increased risk of weight gain and obesity, as well as a higher frequency of meal intake and/or poor nutritional intake, leading shift work to have a negative impact on health and well-being[4]. In addition to this, FIFO work has been associated with an even higher risk of being overweight or obese and having poor nutrition[5].

Remote area work camps in Australia are a particularly unique subset of the working Australian population. Employees in these worksites are estimated to receive approximately 50 per cent of their yearly nutritional intake while at work. Typically, employees in remote area camps have limited or no access to external sources of food and rely on the food provided by the camp. This poses a unique challenge when it comes to nutrition and overeating, as there is usually an abundance of food available with no limits on serving sizes/amounts. Combined with a limited understanding of appropriate portion sizes and/or what constitutes a balanced diet, this can have significant impact on weight gain while at work. This creates an excellent opportunity to provide these employees with healthy, nutritious foods that will encourage a healthier and more resilient workforce. However, the FIFO workforce tends to have poorer health outcomes. When an employer is solely responsible for the provision of food for their employees, it is vital to lead by example by providing a physical and organisational environment that is supportive of making the healthy choice, the easy choice.

The *Choose Well, Live Well* guideline targets food service in remote area camps around Australia. It delivers a standard for providing healthy meal options to employees within these camps, as well as providing information on how to implement the guidelines and promote healthy eating in the field.

Supporting documents for the development of these guidelines include:

- *A Better Choice Food Classification Guide* published by The State of Queensland (Queensland Health) October 2019

- A Better Choice: Healthy Food and Drink Supply Strategy for Queensland Health Facilities

- Healthy Choices: Food and Drink Classification Guide (Healthy Together Victoria)

- Smart Choices: Healthy Food and Drink Supply Strategy for Queensland Schools

- The Australian Dietary Guidelines (2013)

- The Foundation Diet

- Nutrient Reference Values.

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1. Australian Institute of Health and Welfare 2011-12. Australian Bureau of Statistics Australian Health Survey. Canberra: AIHW.
2. Australian Institute of Health and Welfare 2009. Chronic disease and participation in work. Cat. no. PHE 109. Canberra: AIHW.
3. AIHW 2010. Risk factors and participation in work. Cat. no. PHE 122. Canberra: AIHW. Viewed 20 May 2015 <http://www.aihw.gov.au/publication-detail/?id=6442468339>.
4. Amani & Gill, 2013, 'Shiftworking, nutrition and obesity: implications for workforce health – a systematic review', Asia Pacific Journal of Clinical Nutrition, 22 (4): 698-708.
5. Joyce, Tomlin, et. al., 2013, 'Health behaviours and outcomes associated with fly-in fly-out and shift work in Western Australia', Internal Medicine Journal, 43(4): 440-444.

PART 1
Understanding the Guidelines

Choose Well, Live Well

The criteria used in this guide is based around the well-known "Traffic Light" system for menu labelling, which classifies foods into three categories – Green (choose most), Amber (choose moderately) and Red (choose least).

Traffic Light Labelling is a common method for classifying food according to the healthfulness of a product/menu item. While there are no overall standardised guidelines for what constitutes a Green, Amber or Red menu item, generally, levels of nutrients which exceed the dietary requirements of sodium or saturated fat, as well as volume of vegetable/fruit/wholegrains/lean protein/low fat dairy are considered[6,7]. The implementation of traffic light systems in other workplaces has seen some benefits, including influencing employees to make healthier purchases, increasing awareness of healthy/unhealthy foods and overall improvement to health. As well as this, regulating the proportion of Green/Amber/Red foods available in the cafeteria/dining room can have a positive influence on the types of foods served[8].

This resource provides information on the colour classification for a wide range of foods and food types, and includes a criteria for recipes that are cooked fresh on-site and contain multiple ingredients, as well as packaged items with Nutrition Information Panels (NIP). Food variety is a vital part of a healthy diet and consuming a wide range of foods from the 5 food groups is important to obtain a variety of essential vitamins and minerals to keep healthy and alert. As such, a minimum choice criteria has been developed to address food variety and ensure a wide range of foods are offered at all times.

Point of Choice Promotions (POC) are a key strategy for promoting healthier options. They can be used as an education tool, by providing employees with information regarding nutrition to encourage them to make healthier choices. POC promotions are particularly important for promoting a healthy food culture within the workplace and can range from posters to choice architecture. Further information on these strategies has been included in Part 3: Healthy Workplace Strategies. Links to other organisations that provide further resources can be found in Appendix 4.

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6. Sonnenberg, Gelsomin, et. al., 2013, 'A traffic light food labelling intervention increases consumer awareness of health and healthy choices at the point-of-purchase', Preventative Medicine, 57: 253-257.

7. Victorian Department of Health, 2010, 'Healthy Choices – food and drink guidelines for Victorian public hospitals, Melbourne, Victoria.

8. Donohoe Mather & McGurk, 2014, 'Promoting Healthy Snack and Beverage Choices in Hawai'i Worksites: The *Choose Healthy Now!* Pilot Project', *Insights in Public Health,* 73(11): 365-370.

"Choose Most" Green Category

Green items on the menu should be actively promoted and aim to fill at least 50 per cent of the menu. This can be achieved by:

- ensuring that there is always enough stock of **Green** menu items

- including **Green** menu items at all meals and snacks

- stocking water and plain, low-fat milk in prominent areas (such as on dining tables or at eye level in the fridge).

These options are the best choices as they are:

- great sources of essential nutrients

- are low in added fat, salt and sugar

- are generally lower in energy

- provide fibre.

Green options are based on those recommended in the Australian Dietary Guidelines (2013). Eating a wide range of foods from each of the food groups is important for optimal nutrition and to obtain a variety of essential vitamins and minerals.

A table outlining foods and drinks that can automatically be labelled **Green** can be found in **Appendix 1.**

"Choose Moderately" Amber Category

Amber choices should not be actively promoted within the workplace and should fill no more than 30 per cent of the menu.

Generally, **Amber** choices should be provided in smaller serve sizes than **Green** menu items (where possible).

These options are listed as "choose moderately" as they:

- can provide some essential nutrients

- contain added sugar, sodium, or fat

- can provide excess kilojoules if consumed in high quantities.

A table outlining foods and drinks that can automatically be labelled **Amber** can be found in **Appendix 1.**

"Choose Least" Red Category

Red choices should not be promoted to employees and should be limited to no more than 20 per cent of the menu.

These menu choices should not displace Green items or be displayed prominently, especially at the expense of displaying healthier options.

Red choices are menu items that:

- are high in salt, sugar, or fat
- have little or no nutritional value
- are energy dense
- provide excess kilojoules when eaten in high quantities and often displace essential nutrients.

A table outlining foods and drinks that can automatically be labelled Red can be found in Appendix 1.

Criteria for Pre-Packaged Foods

To determine if a pre-packaged (i.e. food item that is bought on-site and served as is) menu item fits into the Red category (as opposed to the Amber category), use the menu nutrient criteria table. If an item has a high amount of **any** of the criteria, it must be labelled Red.

For further information and examples of how to use the table, see *Determining Classifications (Examples)* in Appendix 2.

When using the criteria, assess the food against the appropriate meal time e.g. if the item is being offered as a snack/mid meal, use the mid meal criteria.

NB: This criteria only applies to food items not listed in Appendix 1 (Choose Least Category) as automatically Red.

Menu Nutrient Criteria

Mid Meals/Snacks	
Energy per serve	>800kJ
Total Fat (Per 100g)	>10g
Saturated Fat (per 100g)	>3g
Sodium (per 100g)	>400mg
Side Dishes	
Energy (per serve)	>500kJ
Total (per 100g)	>10g
Saturated Fat (per 100g)	>3g
Sodium (per 100g)	>400mg
Meals (Lunch/Dinner)	
Energy (per serve)	>2000kJ
Total Fat (per 100g)	>10g
Saturated Fat (per 100g)	>3g
Sodium (per 100g)	>400mg
Dessert	
Energy (per serve)	>800kJ
Total Fat (per 100g)	>10g
Saturated Fat (per 100g)	>3g
Sodium (per 100g)	>400mg
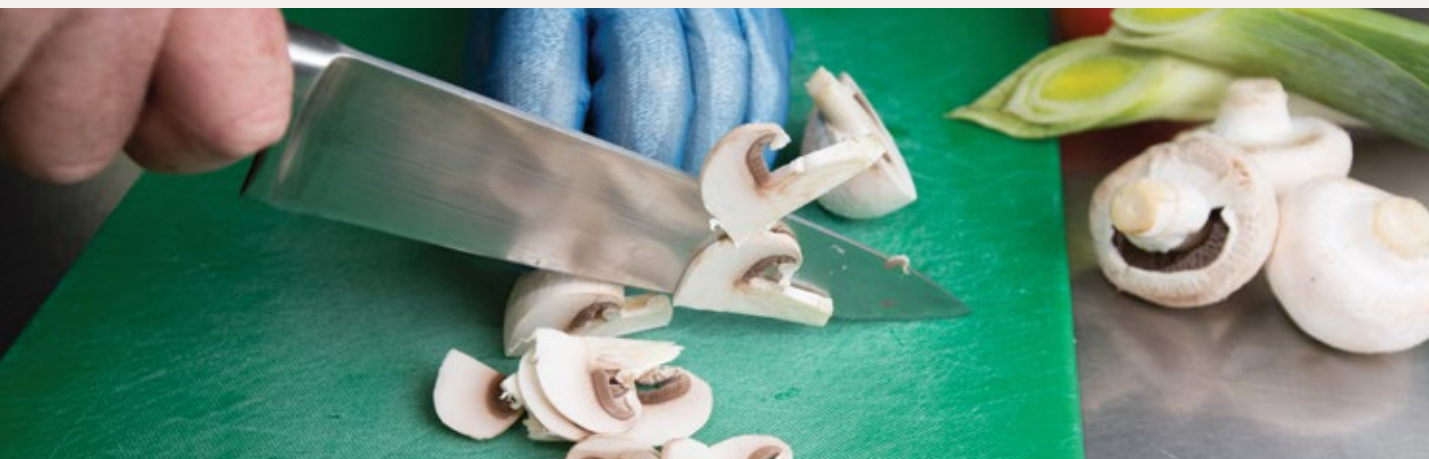
Mixed Dish Menu Criteria

As this is such a unique population, where all meals and beverages are provided for the employee, it requires a unique set of guidelines in conjunction with the standard guidelines to allow for different foods provided while at work.

These guidelines relate to recipes containing more than one ingredient that are cooked fresh on-site by chefs. Examples of foods included in these guidelines would be a stirfry, burritos, stews, soups, or hot pots.

There are two sets of criteria to distinguish between mains/mid-meals and desserts. The guidelines are based around positive criteria and negative criteria based on both ingredients and specific nutrients.

Classification System

For a mixed dish to be classified Green it must have all positive criteria and no negative.

For a mixed dish to be classified Amber it will have an equal number of positive and negative criteria OR one negative criteria (regardless of Green).

For a dish to be classified as Red it will have more negative than positive criteria OR be deep fried OR contain added confectionary.

These guidelines apply to all recipes including main, side, dessert and mid meal/snacks. If the recipe includes a pre-packaged ingredient, refer to the Criteria for Pre-Packaged Foods on **page 9** to classify the ingredient.

Main/Mid-Meal Recipes

➕ Positive

- main ingredients
  (i.e. first three ingredients listed by volume)
    - Green menu option
    - Green recipe.

➖ Negative*

- saturated Fat >3g/100g
- sodium >300mg/100g
- main ingredient is a Red option.

Dessert Recipes

➕ Positive

- main ingredients
  (i.e. first three ingredients listed by volume)
    - Green menu option
    - Green recipe.

➖ Negative*

- saturated Fat >3g/100g
- added Sugar >5g/100g (excludes sugar from natural sources such as plain dairy/fruits)
- main ingredient is a Red option.

* If a main ingredient comes under the Amber category, it is "neutral" i.e. it does not count towards positive or negative criteria.

Minimum Choice Criteria

While employees in remote area camps are at work, they are typically provided with 100 per cent of their nutritional intake.

It's important that employees are provided with a wide variety of foods from each of the different food groups, as well as subgroups within these, to ensure they are able to meet all of their nutritional requirements. To achieve this, a minimum choice criteria has been developed, based on the National Health and Medical Research Council (NHMRC) "Foundation and Total Diets" which provides advice on the recommended serves per week of each of the composite food groups.

Recommended serves per week per composite food group

Food Group	Serves/week
Starchy Vegetables	7
Green and Brassica Vegetables	7
Orange Vegetables	7
Legumes	7
Nuts/Seeds	7
Other Vegetables	14
Fruit	14
Wholegrains cereals/grains	28
Refined Cereals/grains (can be replaced with wholegrain)	14
Meat and alternatives (Not red meat)	7
Red Meats (Beef, Lamb, Veal, Pork)	7
Dairy Foods	17

This means that across the course of a week, all of these foods must be offered the number of times stated e.g. starchy vegetables must be offered at least seven times in a week, fruit must be offered at least 14 times etc. While it is important to offer a variety of foods within each group over the course of the week, the same food could be offered multiple times to allow for seasonality, expense and availability of different food items.
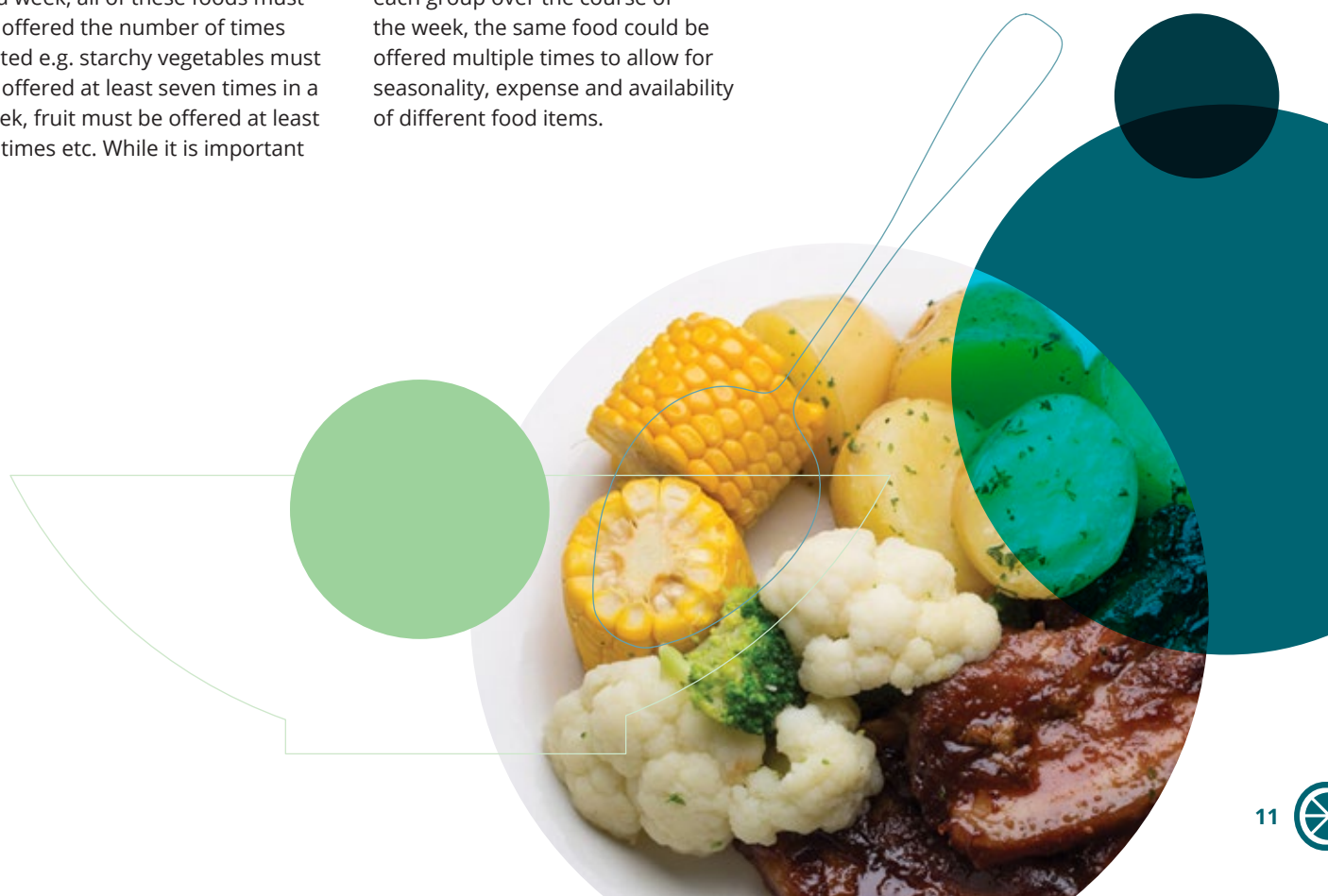
PART 2
Implementing the Guidelines

Implementing Choose Well, Live Well

The primary goal of *Choose Well, Live Well* is to increase the proportion of healthy food and drinks offered on work camp sites, while simultaneously decreasing the amount of less healthy choices available.

The aim is to promote a workplace culture where making healthy choices every day becomes second nature. Implementation of these guidelines can be broken down into some simple steps, which are detailed below.

Implementation of these guidelines can be broken down into five steps:

1. Assess the foods offered

2. Determine proportions of Green, Amber and Red choices

3. Implement changes

4. Check new proportions meet traffic light criteria
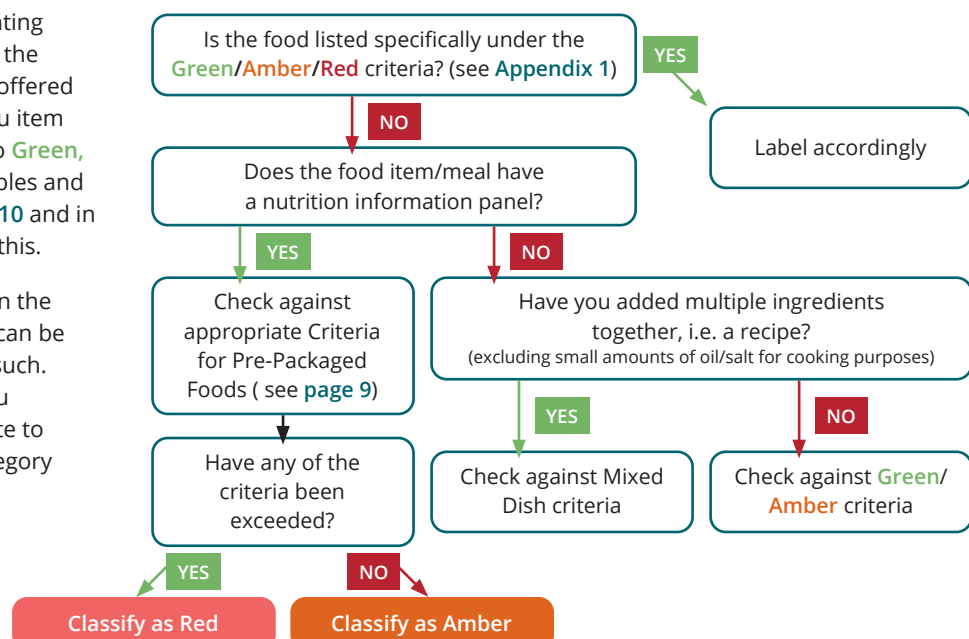
5. Promote your changes

For the purposes of the assessment, it is suggested to place foods and products into the following groups, to help assess them:

- main meals

- snacks (including sweets and savouries)

- drinks.

Step 1: Assess the foods offered

The first step of implementing the guidelines is to assess the foods, recipes and drinks offered on-site. Each food or menu item should be categorised into Green, Amber or Red. Use the tables and criteria found on **pages 9-10** and in **Appendix 1** to assist with this.

Many foods will be listed in the tables in **Appendix 1** and can be automatically labelled as such. You can also use the menu decision flowchart opposite to help determine which category a menu item fits into.

Is the food listed specifically under the Green/Amber/Red criteria? (see Appendix 1)

— YES → Label accordingly

— NO → Does the food item/meal have a nutrition information panel?

— YES → Check against appropriate Criteria for Pre-Packaged Foods (see **page 9**) → Have any of the criteria been exceeded?
— YES → Classify as Red
— NO → Classify as Amber

— NO → Have you added multiple ingredients together, i.e. a recipe? (excluding small amounts of oil/salt for cooking purposes)
— YES → Check against Mixed Dish criteria
— NO → Check against Green/Amber criteria

Step 2: Determine proportions of each of the Green, Amber and Red menu items

To determine the proportion of Green, Amber and Red choices, count the number of meals, within each group, across a menu cycle and divide by the total number.

Hypothetical example:

If there are five Green mains, six Amber mains and ten Red mains (total of 21 meals for the week):

Green Mains: 5/21 = 24%

Amber Mains: 6/21 = 28%

Red Mains: 10/21 = 48%

Step 3: Implement changes

To fit with the *Choose Well, Live Well* criteria, proportions of Green, Amber and Red should be >50%, <30% & <20%, respectively.

In this example, only the Amber category fits within the guidelines of *Choose Well, Live Well*. Green options should be increased to 50 per cent, while Red options should be limited to less than 20 per cent of choices. For ways to improve the nutritional quality of Red food items see **Appendix 3.**

Step 4: Check the new proportions

This step involves checking the changes to the menu to ensure they meet the criteria for the proportions of Green, Amber and Red.

Similar to step 2, this involves counting the menu items within each category across a menu cycle and dividing this by the total number.

For example, changes made to the menu have provided 13 Green, six Amber and two Red:

Green: 13/21 = 62%

Amber: 6/21 = 28%

Red: 2/21 = 10%

The new changes to the menu have succeeded in meeting the guideline recommendations.

In addition to this, there are guidelines for the display and marketing of Green, Amber and Red items that should also be considered. See **pages 8 and 9** for further details on this.
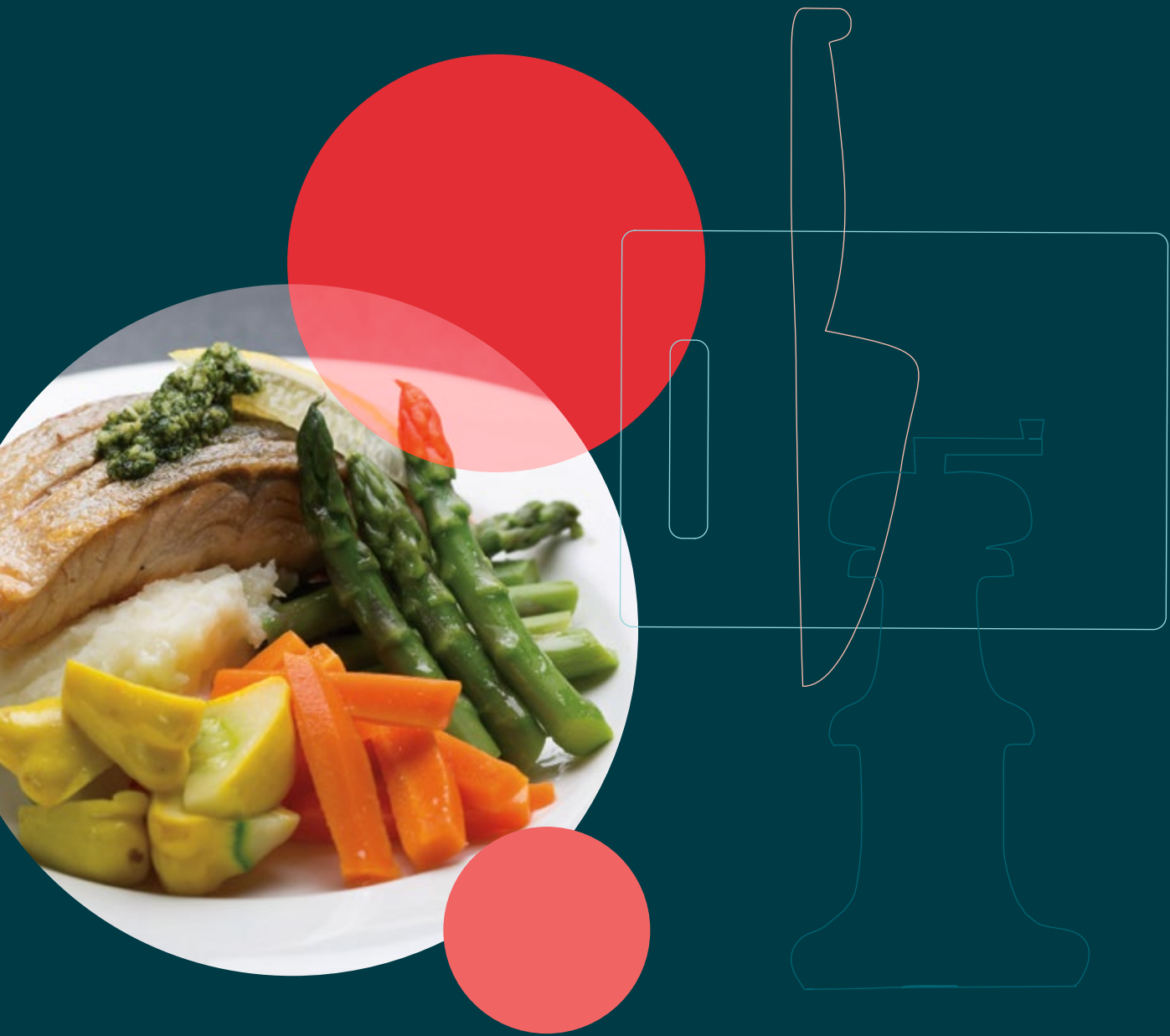
Step 5: Promote your changes

Let your employees know about the changes you have made and promote a positive health culture in the workplace by including some posters/pamphlets/brochures in the eating areas.

External organisations who provide useful resources are listed in **Appendix 4.**

PART 3
Healthy Workplace Strategies
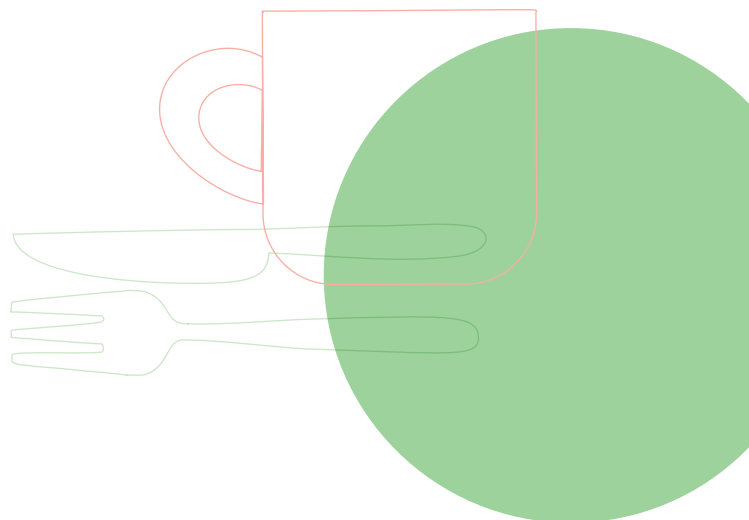
There are a number of strategies that employers can adopt to support workers in making positive nutritional choices. These strategies include developing and implementing policies that ensure the ongoing growth and sustainability of health initiatives, altering the environment to be more conducive of healthy behaviours and educating employees on how to make healthier choices.

Having an understanding of the challenges facing these workplaces and how to overcome these can help with encouraging healthy changes.

The key challenges facing remote area workplaces include:

- the availability of large amounts of food

- higher energy intake associated with dining in a restaurant like situation, eating from a self-serve buffet and access to large portion sizes

- the size of crockery and glasses are larger than 50 years ago and this affects the amount of food and drink consumed, with larger cutlery and dishes encouraging increased portion sizes.

Promoting health and healthy choices at the Point of Choice (POC) has been shown to have a positive influence on improving food choices and the amount of food eaten.

Policy Strategies

Developing, implementing and reviewing workplace policies can ensure that any health and wellness initiatives are sustainable.

The policy can be a specific food and drink access policy or included in current relevant organisational policies with a point about meeting the standards for these guidelines, to ensure that compliance is continually achieved.

Policy templates can be found on the Health and Wellbeing at Work website or Cancer Council Queensland QUEST website. Policies are important to outline the commitment of the workplace to achieving better health outcomes from their employees.

Environmental Strategies

Portion Sizing and Service

Research conducted in restaurants has found that when people dine out, they tend to consume more kilojoules than when they eat at home[9].

The work camp environment is similar to eating in a restaurant every day as food is prepared and served by others, and this is potentially further exacerbated as remote area workers will consume all of their food for extended periods of time in these restaurant-like situations. Other research has also found that when diners are presented with a self-serve buffet, they tend to consume more calories[9]. Research from the Cornell Food and Brand lab has found that the size of crockery, plates and glasses can also have an impact on serving size, with research from the same lab finding that larger plates and cutlery encourage consumption of larger portions, while tall slender glasses and smaller plates tend to result in less food consumed. Modifying the size of the cutlery, crockery and glasses can result in up to a 15 per cent decrease in calorie intake[9]. Changing to smaller plates, cutlery, glasses and plastic lunch containers is a simple measure to implement that could have a large impact on reducing serving sizes in the camps.

Increased Enhanced Availability of Healthier Choices

To encourage healthy selections, it is important to ensure that there is an extensive variety of appealing healthy choices available.

Choose Well, Live Well recommends having a minimum of 50 per cent healthy **Green** options available at all times and limiting unhealthy **Red** options to no more than 20 per cent (less if possible) of the menu. This is in line with other Australian guidelines including the Queensland Health *A Better Choice: Food Classification Guide*[10]. To maintain this, it is important to always have stock of healthy choices available.

Choice Architecture

Choice architecture relates to the design of ways of presenting choices to consumers and the impact this has on selections.

Choice architecture can be seen in many different environments from the way supermarket shelves are arranged to the presentation of food. Concepts of choice architecture can be utilised in the remote area camp environment to subtly persuade workers to make healthier choices. Simple measures such as placing sugary drinks out of eyeline (e.g. at the bottom of the fridge), placing healthier options in eye sight and even the placement of foods in a bain-marie can have an impact on food selection behaviour. One study showed that when healthy foods are placed first in the buffet, patrons made healthier food selections[11]. Workplaces could promote healthier options in this way or require that less healthy options must be asked for (e.g. placing the sugary cereals out of eye sight and placing healthier options such as wheat biscuits/flakes at the breakfast bar or having deep fried by request only).

Recipe Alterations

A consideration when making changes to menus is the cost effectiveness of implementing large-scale changes.

Fortunately, *Choose Well, Live Well* doesn't necessarily require costly changes. There are a number of alterations that can be made to your current menu that can greatly improve the health qualities of the food provided. A list of ways to reduce unhealthy options and replace with nutritious cost effective foods is listed in **Appendix 3.**

9. Wansink, B. (2010). Mindless eating: why we eat more than we think. London: Hay House.

10. *A Better Choice Food Classification Guide* published by The State of Queensland (Queensland Health) October 2019 (https://www.health.qld.gov.au/__data/assets/pdf_file/0036/908865/abc-food-classification-guide.pdf)

11. Wansink & Hanks, 2013, 'Slim by Design: Serving Healthy Foods First in Buffet Lines Improves Overall Meal Selection', *PLoS ONE,* 8(10): e77055.

Educational Strategies

Posters/Educational Material

Providing education at the POC through the use of posters and handouts can have a positive influence on food selection behaviours.

These benefits have been shown when combined with other POC strategies such as increasing healthy options[10,12] labelling[10,12,13,14] and choice architecture[14]. The Australian Guide to Healthy Eating is an excellent resource which provides information on consumption of the different food groups and what makes up the food groups. The Rethink Sugary Drink website has free downloadable posters and information highlighting the effects of sugary drinks and the amount of sugar in drinks which can be displayed in schools and workplaces. Other promotions could display the new criteria in a poster or serviette holder, display pamphlets/brochures in the dining room or have a poster with an example of how to build a healthy plate (such as the Nutrition Australia Healthy Plate Model).

Traffic Light Labelling

Traffic Light Labelling is a well-researched concept in POC Labelling.

Many studies have found that traffic light labelling is effective in influencing consumers when making food decisions[12,13,14]. An Australian study found that there was no 'better' format to use between multiple traffic lights, single traffic lights and a star rating, however all formats performed better than just providing a nutrition information panel or energy content alone[15]. An example of how to display this information can be found below.

BEEF MALAY CURRY

Contains vegetables and lean meat

Low in saturated fat and sodium

Free of egg, gluten, lactose, peanuts, sesame and shellfish

BEEF LASAGNE

Contains lean meat

Higher in saturated fat and sodium

Free of egg, soy, tree nuts, peanuts, sesame and shellfish

BEEF SPRING ROLLS

Contains vegetables

High in sodium and deep fried

Free of egg, lactose, tree nuts, peanuts, sesame

10. Miller, Lee, Obersky, et. al., 2013, 'Implementation of A Better Choice Healthy Food and Drink Supply Strategy for staff and visitors in government-owned health facilities in Queensland, Australia', *Public Health Nutrition.*

12. Donohoe Mather & McGurk, 2014, 'Promoting Healthy Snack and Beverage Choices in Hawai'i Worksites: The *Choose Healthy Now!* Pilot Project, *Insights in Public Health,* 73(11): 365-370.

13. Sonnenberg, Gelsomin, Levy, et. al., 2013, 'A traffic light food labelling intervention increases consumer awareness of health and healthy choices at the point-of-purchase', *Preventative Medicine,* 57: 253-257.

14. Thorndike, Riis, Sonnenberg, et. al., 2014, 'Traffic-Light Labels and Choice Architecture Promoting Healthy Food Choices', *American Journal of Preventative Health,* 46(2): 143-149.

15. Watson, Kelly, Hector et. al., 2014, 'Can front of pack labelling schemes guide healthier food choices? Australian shoppers responses to seven labelling formats', Appetite, 72: 90-97.

PART 4
Appendices

Appendix 1 – Green, Amber and Red Category Examples

Choose Most Category

The "Choose Most" Category table below provides a list of examples of menu items that can be labelled as **Green.** Plain refers to a product without added seasoning, flavours, salt or sauces.

"Choose Most" Category

Breads, cereals and grain products
Bread, wraps or buns: multigrain, wholemeal, high fibre white, rye, sourdough
Crackers and crisp breads: plain rice cakes, corn cakes, crisp breads or water crackers
Rice: all plain white and brown rice varieties (no added fat, sugar or salt)
Sushi & rice paper rolls: with vegetable/lean meat filling (uncrumbed and uncoated)
Wholegrain breakfast cereals: wheat biscuits, rolled oats, porridge, bran
Pasta: all varieties of white and brown pasta (no added fat, sugar or salt)
Noodles: udon, rice, soba noodles unflavoured with no added fat, sugar or salt
Plain polenta, couscous or buckwheat
Quinoa, barley, amaranth, corn, rye, millet, oats, semolina, spelt, bulgar, triticale, farro
NB: Non-wholegrain options can be offered under the **Green** category (such as white bread/bread products, white rice), however these options should be limited in preference of wholegrain varieties.

Fruit
Fresh, frozen or dried fruit with no added sugar, fat or flavourings
Canned fruit in natural juice

Vegetables
Fresh, frozen, canned or cooked vegetables with the skin on (where possible)
Salads: undressed (unless dressing ingredients are 100% **Green** options), without coated or crumbed meats, croutons, bacon or deep fried items
Baked beans, salt reduced varieties
Lentils, legumes, four bean mix and chickpeas with no added fat, salt or sugar

Dairy products
Reduced fat or skim plain unflavoured milk
Reduced fat or skim plain yoghurt
Reduced fat hard cheese (e.g. reduced fat Cheddar, Tasty, "So Light" varieties)
Reduced fat soft cheese (e.g. reduced fat feta, cottage)
Low fat sour cream

Meat, fish, poultry and alternatives
Grilled or roast lean meats (beef, pork, lamb) with no visible fat, e.g. fat trimmed/skin removed
Grilled or pan fried lean mince (beef, pork, lamb, chicken) low fat or heart smart variety
Grilled, poached or roast lean chicken meat with no skin: breast or drumstick
Grilled turkey
Poached or boiled egg
Grilled, poached or oven baked fish and seafood: fresh uncrumbed or unbattered, or in spring water
Grilled or baked meat patties, uncrumbed with vegetables
Grilled or baked fish patties, uncrumbed with vegetables

Nuts and Seeds
Unsalted, unroasted, unflavoured nuts and seeds

Soups
Vegetable based, no added fat or cream
Clear stock based, no added salt or fat, using low sodium stock

Beverages
Water
Tea
Coffee

Choose Moderately Category

The "Choose Moderately" Category table below provides a list of examples of menu items that can be labelled as **Amber.** Plain refers to a product without added seasoning, flavours, salt or sauces.

"Choose Moderately" Category

Fruit

Fruit, in syrup or with added sugar (drained to serve, or served in small serve sizes)

Dairy Foods and Alternatives (unflavoured)

Plain full fat milk

Full fat yoghurt (plain and unflavoured)

Low fat flavoured yoghurt

Custard

Full fat cheeses (including full fat soy varieties) (serve size 30g per person)

Dairy Based Snacks

Milk based puddings

Fromage frais (plain and unflavoured)

Rice pudding or creamed rice

Dairy based snacks that contain confectionary (e.g. chocolate, chips, lollies, marshmallows, sugar syrups) are **Red**   ⚠️

Flavoured Milk Drinks and Milk based Smoothies (Max. serve size 300ml)

Reduced fat and full fat flavoured milk- and soy-based drinks (e.g. iced coffee, chocolate milk, breakfast drinks and milkshakes)

Fruit Juice (Max. serve size 300ml)

Fruit Juices (preferably 99-100% fresh or frozen juices)

Artificially Sweetened Drinks

Diet, low-joule, sugar free or no sugar drinks (e.g. Diet soft drink, low-joule cordial, no sugar flavoured mineral waters or iced tea)

Breakfast Cereals

Refined and processed breakfast cereals with added sugar and/or saturated fats (e.g. some toasted muesli, flavoured and/or sugar sweetened corn, rice or wheat based cereals)

Meats/Processed Meats

Plain/flavoured ham

Flavoured/in oil fish (e.g. tinned tuna, sardines, salmon)

Corned Beef

Bacon, pancetta

Pastrami

Salami, kabana

Diced processed chicken products

Regular fat meat (chicken, beef, pork, lamb) – with visible fat OR skin (e.g. skin-on chicken breast/drumsticks/ chicken thigh/marylands, pork/lamb chops, regular mince, porterhouse, T-bone, rib-eye)

Fats and Oils

Use mono- and poly-unsaturated margarine, oil sprays, and vegetable oils (e.g. canola, olive, peanut, sesame, sunflower, soya bean, cottonseed, flaxseed)

Spreads

Choose reduced salt varieties where possible (e.g. peanut butter and other nut spreads, fish, chicken and meat paste, yeast and vegetable extracts)

Sauces and Condiments

Choose reduced salt varieties (e.g. tomato sauce, sweet chilli sauce, mayonnaise, chutney, mustard, and gravy)

Pastry

Filo

Reduced fat varieties

Savoury Pre-packaged Products (check against Red criteria)   ⚠️

Some reduced fat and/or reduced salt oven baked pastries, dim sims, pizza, potato products, sausages, meat patties (uncrumbed), meat balls or chicken drumsticks

Snack Food Bars (check against Red criteria)   ⚠️

Some breakfast bars, cereal and/or muesli bars and fruit bars

Cakes, muffins, sweet tarts, pastries, pies, biscuits, and slices (check against Red criteria)   ⚠️

Some un-iced, unfilled cakes, muffins, slices and biscuits that have lower levels of fat and/or sugar and include fibre may be **Amber** (e.g. reduced fat fruit cake, reduced fat fruit or vegetable based muffins, plain wholemeal biscuits with dried fruit/nuts)

Ice-creams, milk-based ice-confection and dairy desserts (check against Red criteria)   ⚠️

Some uncoated milk based ice creams/ice cream bars, frozen yoghurts and mousses

Ice blocks and fruit based ice confectionary (check against Red criteria)   ⚠️

Some ice blocks, sorbet, water or fruit based ice confection, and slushies

⚠️ Foods in these sections may be **Red** options, please check the label against the criteria found on **page 9.**

Choose Least Category

The "Choose Least" Category table below provides a list of examples of menu items that can be labelled as **Red.**

"Choose Least" Category

Sugar sweetened drinks
Soft drinks
Fruit drinks
Sports drinks
Flavoured waters/iced teas
Pastry
Puff pastry/butter puff
Sweet pastry
Shortcrust
Spring roll wrapper
Confectionary or lollies
All confectionary/lollies are automatically **Red**
Deep fried foods
All deep fried foods are automatically **Red**
Savoury Snacks
Crisps/potato chips (plain or unflavoured)
Dairy/milk based desserts
Chocolate coated ice cream
Ice cream/dairy desserts with added confectionary (e.g. chocolate, lollies)
Some cakes, muffins, sweet tarts, pies, pastries and slices
Items that meet the **Red** category criteria (see table on **page 9**)
Some hot savoury items
Items that meet the **Red** category criteria (see table on **page 9**)

Appendix 2 – Determining Classifications (Examples)

When determining whether a food meets the Green, Amber or Red classification, the nutrition label needs to be compared to the criteria listed above.

There are a number of ways to do this depending on the food item/ beverage. Below are examples of how to use the criteria in different contexts.

Example 1: Beef and Bean Burritos

STEP 1: DETERMINE CRITERIA TO COMPARE AGAINST

Determine which criteria the food should be compared against by following the menu decision flowchart on page 13.

In this case, the food does not have a nutrition information panel and is made fresh on-site (i.e. multiple ingredients have been added together). This means the item should be compared against the Mixed Dish Criteria.

STEP 2: DIFFERENTIATE POSITIVE AND NEGATIVE CRITERIA

Determine number of positive compared to negative criteria.

(Green circles denote positive criteria, red circles denote negative criteria and black circles denote "neutral criteria" i.e. ingredients/nutrients that are checked but do not meet the specific criteria).
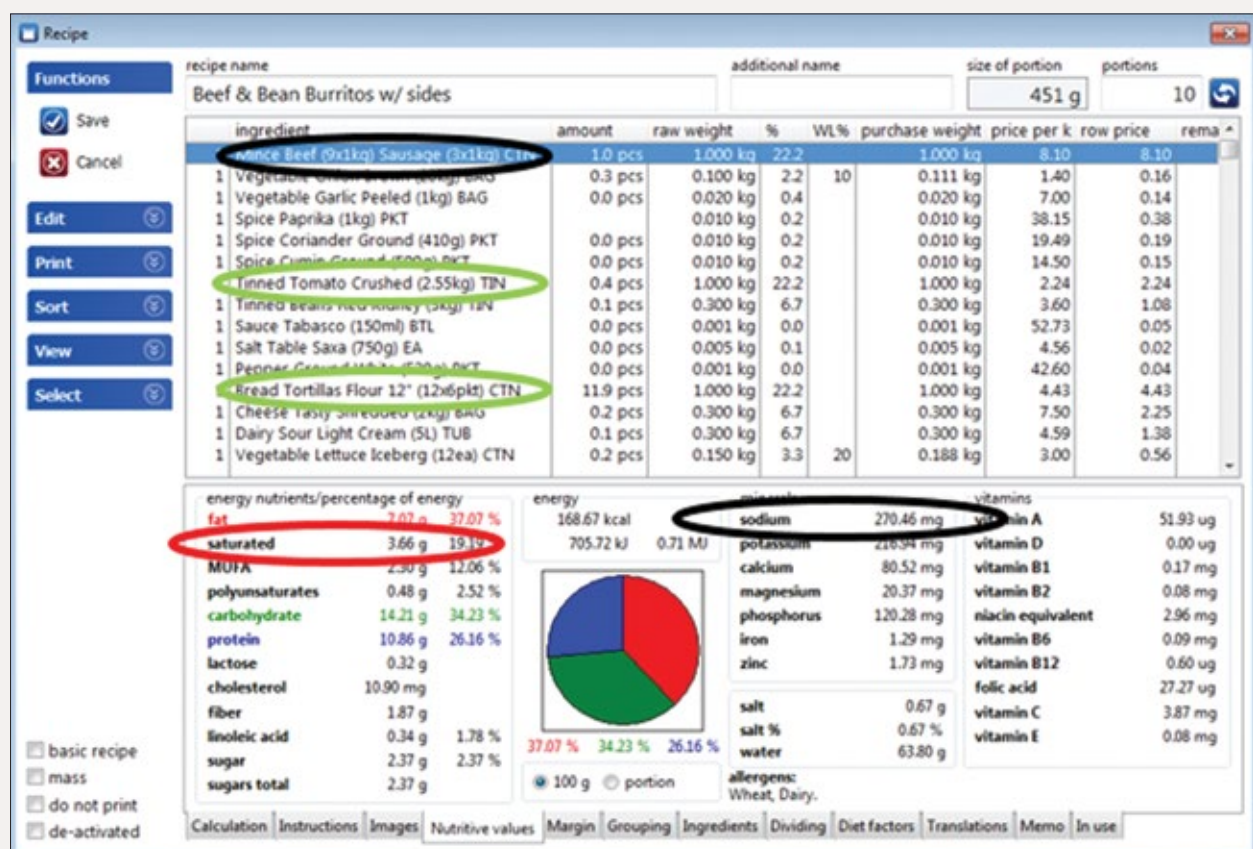
STEP 3: CALCULATE NUMBER OF POSITIVE AND NEGATIVE CRITERIA

Determine the number of positive and negative criteria.

For the positive criteria the main ingredients were:

Beef Mince (not low fat) – Neutral

Crushed Tomato (Vegetable) – Positive

Bread Tortillas (Grain) – Positive

For the negative criteria:

Saturated Fat = 3.66g/100g – Negative

Sodium = 270.46mg/100g (less than cut off of 300mg/100g) – Neutral

No Red recipe as an ingredient – Neutral

STEP 4: DETERMINE CLASSIFICATION

Overall, this recipe contains two positive criteria and one negative criteria.

While there are more **POSITIVE** than **NEGATIVE** criteria, there is one **NEGATIVE** criteria. According to the criteria, this food should be classified as **Amber.**

Example 2: Beef Sausages (Crumbed)

STEP 1: DETERMINE CRITERIA TO COMPARE AGAINST

Determine which criteria the food should be compared against by following the menu decision flowchart on page 13.

In this case, the food does not have a nutrition information panel and is made fresh on-site (i.e. multiple ingredients have been added together). This means the item should be compared to the Mixed Dish Criteria.

STEP 2: DIFFERENTIATE POSITIVE AND NEGATIVE CRITERIA

Determine number of positive compared to negative criteria.

(Green circles denote positive criteria, red circles denote negative criteria and black circles denote "neutral criteria" i.e. ingredients/nutrients that are checked but do not meet the specific criteria).

STEP 3: CALCULATE NUMBER OF POSITIVE AND NEGATIVE CRITERIA

Determine the number of positive and negative criteria.

For positive criteria the main ingredients were:

Beef Sausage (not low fat) - Neutral

Eggs – Positive

Milk (not low fat) – Neutral

For negative criteria:

Saturated Fat 8.16g/100g – Negative

Sodium 560.35mg/100g – Negative

No Red recipe as main ingredient – Neutral

STEP 4: DETERMINE CLASSIFICATION

Overall, this recipe contains one positive criteria and two negative criteria.
According to the criteria, this food can be classified as **Red.**

Example 3: Pre-packaged Caramel Slice

STEP 1: DETERMINE CRITERIA TO COMPARE AGAINST

Determine which criteria the food should be compared against by following the menu decision flowchart on page 13.

In this case, the food has a nutrition information panel, is not made fresh and the food is not specifically listed under the Green or Amber criteria. This means the criteria should be checked against Criteria for Pre-Packaged Foods on page 9.

STEP 2: DETERMINE WHICH MEAL THE ITEM IS TO BE SERVED

In this case the item is to be served as dessert and can be compared to the criteria below.

Menu Nutrient Criteria

Dessert	
Energy (per serve)	>800kJ
Total Fat (per 100g)	>10g
Saturated Fat (per 100g)	>3g
Sodium (per 100g)	>400mg

STEP 3: COMPARE MENU CRITERIA TO THE NUTRITION INFORMATION PANEL

In this criteria, there are four to compare against.

Energy is to be compared in the "per serve" panel. The other categories should be compared to the per 100g panel (total fat, saturated fat and sodium).

Nutrition Information Panel

Average quantity	per serve	per 100g
Energy	1343kJ	1700kJ
Protein	5.0g	6.3g
Fat (Total)	13.3g	16.8g
Fat (Saturated)	8.8g	11.1g
Carbohydrate (Total)	45.2g	57.2g
Carbohydrate (Sugars)	37.4g	47.3g
Sodium	237mg	300mg

In this case, the important nutrients are:

Fat – Total = 16.8g

Saturated Fat = 11.1g

Sodium = 300mg

Energy = 1343kJ

STEP 4: DETERMINE CLASSIFICATION

The final step is to determine whether the item meets the Amber or Red nutrient criteria.

For the caramel slice, 3 out of 4 of the criteria are exceeded, giving the item a Red classification. If any of the criteria are exceeded the item must be labelled as Red.

Appendix 3 – Cost-Effective Menu Changes

Cooking Methods to Improve Nutrition

As an alternative to...	Try these...
Deep frying	Oven-baking
Shallow frying	Steaming
Confit	Blanching (in water)
	Dry Grilling
	Stir-frying
	Pan frying
	Poaching (in water)

Healthier Ingredient/Food Swaps*

Full cream milk
Reduced fat/trim/skim milk

Full-fat cream
Evaporated skim milk
Low fat cream

Full-fat yoghurt
Reduced fat plain yoghurt

Sour cream
Natural yoghurt
Light/extra light sour cream

Cheese
Reduced fat cheese
Ricotta/cottage cheese (low fat)
Smaller amounts of a strong cheese (e.g. Parmesan)
Use smaller amounts

Salad dressing
Reduced/no fat dressings
Oil-free dressings
Lemon juice
Balsamic vinegar

Butter, margarine, oils
Use mono- and poly-unsaturated fat sources such as canola, sunflower, olive oil and spreads
Spray oil
Use sparingly

Meat and Chicken
Use lean cuts (fat and skin trimmed)
Remove fat and skin prior to cooking
Use smaller serves (100g per person is the recommended serve size)
Use less and replace with legumes or vegetables

Deli Meats/Hams
Use reduced fat/sodium varieties
Roast/grill and slice fresh meats

Crumbed/ Battered Meat, Chicken, Fish
Grill uncrumbed/unbattered
Oven-bake rather than deep fry

Bread and other grains (rice, pasta etc.)
Use wholemeal and wholegrain varieties
Use smaller amounts

Salt
Flavour with herbs and spices
Add lemon, garlic and/or onion for added flavour

Sauces and other Condiments
Use low sodium varieties
Replace with homemade pasta/marinara sauce
Use smaller amounts

Desserts
Cook with healthier ingredient alternatives
Serve smaller sizes

Breakfast Cereal
Provide low sugar/sodium varieties
Opt for plain wheat biscuits/flakes

* Adapted from Healthy Options WA Food and Nutrition Policy for WA Health Services and Facilities

Appendix 4 – Useful Websites

Nutrition Resources

DIABETES QUEENSLAND

www.diabetesqld.org.au

Resources on healthy eating, physical activity and seminars for workplaces.

DIETITIANS ASSOCIATION OF AUSTRALIA

http://daa.asn.au/

Information and resources on healthy eating, as well as contact details for Accredited Practicing Dietitians in your area.

NUTRITION AUSTRALIA

www.nutritionaustralia.org

Resources and fact sheets for healthy eating. Nutrition Australia professionals can deliver workplace workshops/seminars, or review canteen and catering menus/policies.

QUEENSLAND HEALTH

www.health.qld.gov.au

Health and well-being resources and guidelines.

A BETTER CHOICE

www.health.qld.gov.au/public-health/topics/healthy-lifestyles/workplaces/choice

Queensland Hospital Healthy Catering Guidelines.

THE HEART FOUNDATION

www.heartfoundation.org.au/Pages/default.aspx

Information, resources and factsheets on healthy eating for heart health, as well as healthy catering guidelines.

GET HEALTHY

https://www.gethealthyqld.com.au/

Your free Queensland Health service providing the expertise and motivation to help you reach your health goals.

AUSTRALIAN GUIDE TO HEALTHY EATING

www.eatforhealth.gov.au/guidelines/australian-guide-healthy-eating

The current Australian Dietary Guidelines for Adults.

EAT FOR HEALTH

www.eatforhealth.gov.au

Information on the Australia Dietary Guidelines, as well as resources including posters, fact sheets and pamphlets that can be ordered for your workplace.

TOTAL AND FOUNDATION DIET

www.nhmrc.gov.au/_files_nhmrc/file/guidelines/consult/consultations/draft_foundation_total_diets_public_consult.pdf

Total and Foundation Diet document.

Workplace Health and Well-being Resources

WORK HEALTH AND WELLBEING TOOLKIT

https://www.worksafe.qld.gov.au/injury-prevention-safety/health-and-wellbeing-at-work/get-started-with-addressing-work-health

Information, tools and templates are available on the Health and wellbeing at work page on the Worksafe Qld website, including the Work health and wellbeing Toolkit. The toolkit aims to assist workplaces to embed work health and wellbeing into their business systems to help improve the health of their workers and workplaces and ultimately their bottom line.

MY HEALTH FOR LIFE

https://www.myhealthforlife.com.au/

My health for life is a free, six-month program where you work with a health coach to achieve your health goals.

It is a State government-funded initiative, delivered by an alliance of health organisations, and is designed to help Queenslanders stay well and lessen their risk of developing conditions such as type 2 diabetes, heart disease, stroke, high cholesterol and high blood pressure.

CANCER COUNCIL QUEENSLAND QUEST

https://quest.org.au

Resources to support workplaces address nutrition at the individual, environmental and policy level.

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