

## Vitaal Op Maat!

The lifestyle programme developed by Heliomare and TATA Steel B.V.

**Vitaal Op Maat!** is a preventative fitness training programme for employees aiming to improve their vitality. The Vitaal Op Maat! programme is part of TATA Steel's broader policy for vitality and sustainable employability and can be integrated into campaigns already running within the organisation.

**The objective:** On reaching the end of the programme, participants will have acquired sufficient knowledge and physical resilience to enable them to carry out their duties with increased energy – and to continue doing so for many years to come. As such, Vitaal Op Maat! reinforces the employer's objectives in terms of sustainable employability.

**Target group:** Vitaal Op Maat! is made available to any employee who would like to receive support when it comes to fitness and vitality. Perhaps sickness absence is just around the corner for some members of staff. Others may already have been absent for short periods of time. Employees may have questions relating to lifestyle choices, or maybe energy management is an issue. Whatever the situation, a consultation with a professional is a good start!

Employees can have the Vitaal Op Maat! programme recommended to them by the company doctor, their manager or the employability coach. They then sign up to the programme at Heliomare's Vitality Centre.

**Conditions:**

- Employees must be sufficiently motivated to follow the programme and be open to change.
- Over the course of the programme, the employer must provide support and motivation. The employer and employee are advised to discuss the employee's participation with each other.
- Employees may participate in the programme once every three years, unless the company doctor recommends otherwise.

**Format:** The programme lasts 28 weeks. Employees train in their own time, under the guidance of Heliomare professionals. Employees train twice a week on average.

### The process over the course of 28 weeks:

- Intake session, interim assessment and final assessment
- A minimum of 44 training sessions
- 90 minutes of personal coaching every four weeks to evaluate the training and adjust the training schedule and targets
- Qualified trainers are always on hand during training sessions to answer questions and give instructions
- Compulsory participation in health education modules focusing on BRAVO(\*) topics
- If required, participants can request up to three consultations per rehabilitation program by one of our physiotherapist at no additional cost. Such a request will be reviewed and discussed by trainer, physiotherapist and participant and granted if deemed necessary. The physiotherapist will report his findings to the trainers.
- In addition to taking part in the fitness programme, participants can make unlimited use of virtual spinning sessions, Quickfit circuit training, POWER lessons, Kick&Fun and quarter-hour core sessions, along with five yoga lessons
- Comprehensive nutritional advice by arrangement

\*BRAVO is an acronym made from the Dutch words for Exercise, Smoking, Alcohol, Nutrition and Relaxation.

Informative BRAVO lessons are given at set times by our trainers and help to develop the knowledge participants need for making healthier lifestyle choices. Attendance is compulsory for participants, who need to sign up for them at the desk.

**Reporting:** Written reports detailing the programme start date and attendance frequency are submitted to the participant's manager.  
If the participant was referred by the company doctor, he/she is informed about the intake session date, programme start and end dates, and attendance frequency.  
Heliomare respects the privacy of individuals and will not make any further details available to third parties without permission.

**Provider / Sign-up** Heliomare Arbeidsintegratie, Zonnewijzerstraat 3 1951 MP Velsen-Noord (NL)  
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**Cost:** As per contract