Wellness in the Workplace

BWC Division of Safety and Hygiene Training Center

Wellness in the Workplace

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Wellness in the Workplace

Objectives

You will learn:

- Basic tools and strategies for creating or improving wellness in the workplace;
- Benefits to employees and employers;
- Return-on-investment information for getting top management support;
- Possible elements of a wellness program;
- Resources for promoting wellness.

Wellness in the Workplace

Agenda

8:30 am - 11:30 am

- Introductions
- What is a wellness plan?
- Why should you have a wellness plan?
- Guest speaker
- Break
- Elements of a wellness plan

11:30 am - 12:30 pm

- Lunch

12:30 pm - 3:15 pm

- Elements continued
- How to get started
- Strategies for implementation
- Break
- Barriers
- Measurements

3:15 pm - 4:00 pm

- Review session
- Website demos
- Q&A
- Evaluations

BWC Office Locations

Ohio Center for Occupational Safety & Health (OCOSH)
13430 Yarmouth Drive
Pickerington, OH 43147
1-800-OHIO BWC
(Follow the prompts)
(614) 995-8622
Safety@bwc.state.oh.us

Cambridge
61501 Southgate Parkway
Cambridge, OH 43725
(740) 435-4210

Canton
400 Third St. S.E.
PO Box 24801
Canton, OH 44701-4801
(330) 471-0397

Cleveland
615 W. Superior Ave.
6th Floor
Cleveland, OH 44113
(216) 787-3060

Columbus
30 W. Spring St.
11th Floor
Columbus, OH 43215
(614) 752-4538

Dayton
3401 Park Center Drive
PO Box 13910
Dayton, OH 45414
(800-862-7768
(937) 264-5230

Garfield Heights
4800 E. 131st St.
Garfield Heights, OH 44105
(216) 584-0115

Governor's Hill
8650 Governor's Hill Dr.
4th Floor
Cincinnati, OH 45249
(513) 583-4403

Hamilton
One Renaissance Center
345 High St.
Hamilton, OH 45011
(513) 785-4510

Lima
2025 E. Fourth St.
Lima, OH 45804
(419) 227-4116

Logan
1225 W. Hunter St.
Logan, OH 43138
(740) 385-9848

Mansfield
240 Tappan Drive N.
PO Box 8051
Mansfield, OH 44906
(419) 529-4528

Portsmouth
1005 Fourth St.
PO Box 1307
Portsmouth, OH 45662
(740) 353-3419

Springfield
1 S. Limestone St.
PO Box 1467
Springfield, OH 45501
(937) 327-1365

Toledo
1 Government Center
12th Floor
Toledo, OH 43604
(419) 245-2474

Youngstown
242 Federal Plaza W.
Suite 200
Youngstown, OH 44503
(330) 797-5010

INTRODUCTION

Wellness in the Workplace

Ohio Bureau of Workers Compensation

Who are you?

And what do you want from me?

Group Activity:
- Name Tents (AM)
- Three Questions (PM)

Trivia

- #1
- #2
- #3

_____

= a rudimentary safety program.

Action Idea sheets

Establishing a context

Wellness programs are part of a bigger picture:

- Pre-employment
- During
- After

So - what is a Wellness Program?

Course Objectives

- Basic tools and strategies for creating or improving
- Getting buy-in: how to communicate benefits to employees and employers
- Return on investment/benefits
- Common elements of a program
- Case studies: lessons learned
- Resources – websites and other references

Why Have A Wellness Program?

(Does this benefit the bottom line?)

- _____
- _____
- _____
- _____
- _____

Why Have A Wellness Program?

(Does this benefit the bottom line?)

- **Developed largely for loss control**
- **Can reduce use of Workers Comp & health insurance**
- **Likelihood of on-the-job injury is decreased**
- **Healing is faster after injury**
- **Can influence wage-earner's family too**

What Works?

The ones that work:

- Regarded as strategic investments
- Start small
- On-going & part of the culture
- Focused on specific and measurable goals

What Doesn't?

The ones that do not:

- Overambitious at the outset
- "Flavor-of-the-month" programming
- Stop at health education or awareness events
- One-shot or one-component programming (health fair, flu shots)
- Required participation

2007 SHPS Health Practices Study

Use or absence of a handful of core best practices in employee health management could explain cost differences of as much as 50 percent between two otherwise comparable employers:

Occupational Health & Safety magazine, 8/1/07.

2007 SHPS Study – what works:

Optimizing employee health and managing clinical risk, rather than manipulating the health benefit.

Laser-like focus on:

- **Improving employee health**
- **Driving positive changes in health behavior with rigorous, clinically based care management programs and cash-based incentives**
- **Strong centralized benefits administration**
- **Rigorous health analytics**
- **Effective employee communication practices**

2007 SHPS Study – what doesn't:

Six common health practices that correlate with substantially higher healthcare costs:

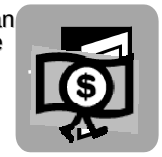
- **Managing employee health solely through the use of wellness promotion and education.**
- **Being unable to assess quality of provider care.**
- **Offering multiple plan designs.**
- **Using deductibles and co-pays to drive health behavior.**
- **Using health benefits to position a firm as an "employer of choice."**
- **Incurring unacceptably high levels of turnover.**

Do They Really Work? Insights from two decades of research:

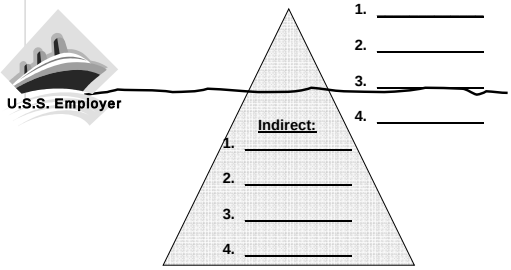
- Returns of $2 - $10 per dollar invested:
  - less absenteeism
  - fewer sick days
  - reduced disability claims
  - lower health and insurance costs (including WC)
  - Increased employee performance and productivity
- Also noted:
  - Higher employee morale
  - Improvement in attracting and retaining key people

Expensive Trends

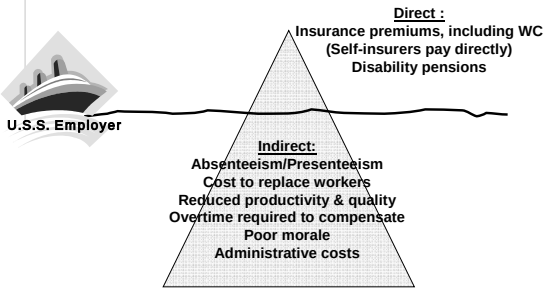
- % increase in cost of health insurance
- % increase in cost of WC insurance
- Increased pressure for American business to be more productive



Direct vs. Indirect Costs



Direct vs. Indirect Costs



Show Me The Money

Who Pays for Healthcare

- On The Job
- Off The Job

Two Forms of Insurance

- On The Job – for the wage-earner
  - Workers Comp
- Off The Job – wage-earner + dependents
  - "Health Insurance"

We All Pay for Both

- On The Job – for the worker
  - Proportion of his/her week?
- Off The Job – for the worker + dependents
  - Proportion of their week?

How The Employer Sees It:

- On The Job – for the wage-earner
  - 40 hrs = 24%
  - Leaves 128 hours uncovered by WC, insured another way.
- Off The Job – for the wage-earner + dependents
  - Stay-at-home + 2 kids @ 100%
  - 504 hours insured,

Only 6% of insured hours on the premises!

And What About Retirement?

- The Big Three (auto)
- AK Steel
- Navistar

Two Sides to the Equation

- Supply
- Demand

10 Risk Factors Primarily Control Your Health

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

10 Risk Factors Primarily Control Your Health

Common Risk Factors

Smoking
Overweight
High BP
High Cholesterol
Age
Diabetes
Alcohol Use
Drug Use
Etc.

2-3 Risk Factors = $1500/year

6-7 Risk Factors = $4500/year

Per Capita, Per Year Costs of Health Risks

1._____ $1,429
2._____ $889
3._____ $586
4._____ $495
5._____ $271
6._____ $148

Journal of Occupational and Environmental Med., May 2004
Health Enhancement Research Organization, 2000, 2002
Center for Health Promotion and Publications. The Dollar (and sense) Benefits of Having a Smoke-Free Workplace. Lansing, Michigan: Michigan Tobacco Control Program, 2000

Per Capita, Per Year Costs of Health Risks

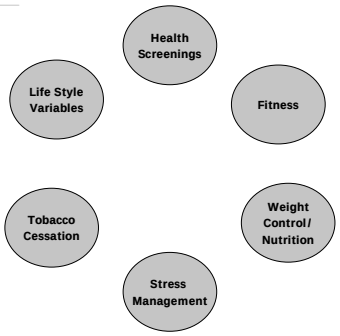
Smoking	$1,429
Depression	$889
High Stress	$586
Inactivity	$495
Weight	$271
Hypertension	$148

Journal of Occupational and Environmental Med., May 2004
Health Enhancement Research Organization, 2000, 2002
Center for Health Promotion and Publications. The Dollar (and sense) Benefits of Having a Smoke-Free Workplace. Lansing, Michigan: Michigan Tobacco Control Program, 2000

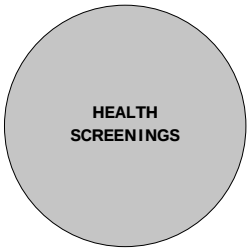
Elements

ELEMENTS OF A WELLNESS PLAN

Typical Wellness Program Elements

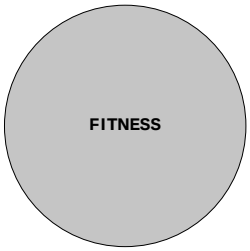


Does anyone have any experience with OTHER elements ?



What are some of the common Health Screenings ?

Who will do your screenings?



Exercise in America Today

- Out of 350 million Americans 170 million don't get enough healthy physical activity on a daily basis.
- Approximately 42 million Americans aren't active at all.
- 20% of Americans will always exercise; 20% will never exercise; and **60% can be influenced to exercise.**

Benefits of Being Active

- Regular physical activity:
  - Reduces the risks of heart disease, colon cancer, and developing diabetes.
  - Reduces feelings of depression and anxiety, puts you in a better mood, and fosters a sense of well-being.
- More than 2,600 Americans die each Day because of Heart Disease----that's one every 33 seconds. (WELCOA)

What Are Some Activities You May Consider at Your Company?

Weight Control / Nutrition

The Cost of Obesity to U.S. Business

- The Cost of: health care; sick leave and life and disability insurance will exceed **12.5 Billion** per year.
- Obesity raises health care costs by **36%** and medication costs by **77%.**

Unhealthy Trends

- Obesity
- Increased risk of
  - Hypertension
  - Diabetes
  - Sleep-disordered breathing
  - Musculoskeletal problems
  - Digestive disorders
  - Cardiovascular mortality
- Diabetes expected to double in five years
- 60% of Americans not regularly active; 25% not active at all

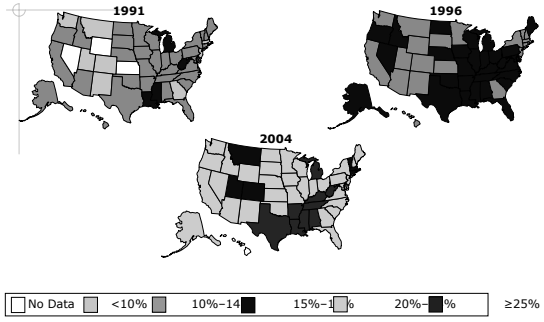
HHS Report on the Impact of Poor Health On Business, 9/16/03

Why are people gaining weight in this country?

- We have desk jobs now – we're not all farmers anymore.
- We eat more restaurant food/fast food.
- Portion sizes have increased - the original Super Size fries at McDonald's is now the Regular.

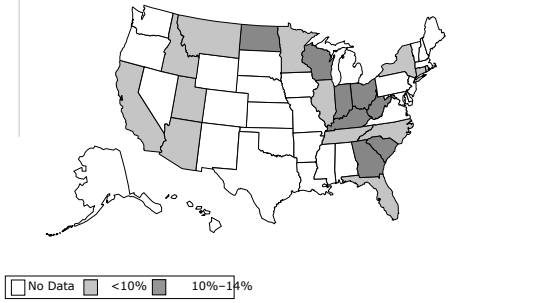
Obesity Trends* Among U.S. Adults BRFSS, 1991, 1996, 2004

(*BMI ≥30, or about 30 lbs overweight for 5'4" person)



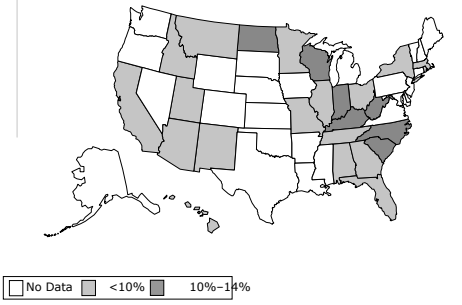
Obesity Trends* Among U.S. Adults BRFSS, 1985

(*BMI ≥30, or ~ 30 lbs overweight for 5' 4" person)



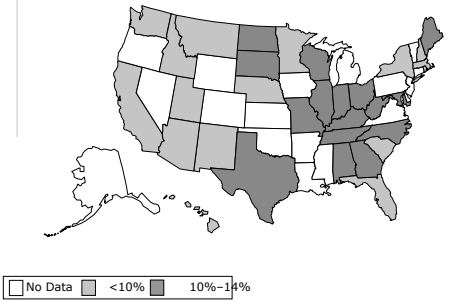
Obesity Trends* Among U.S. Adults BRFSS, 1986

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



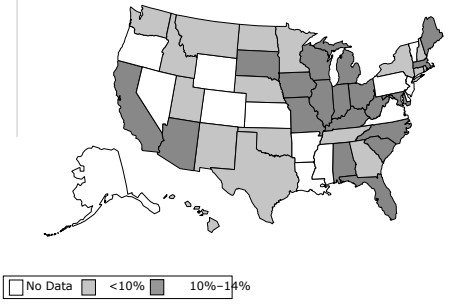
Obesity Trends* Among U.S. Adults BRFSS, 1987

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



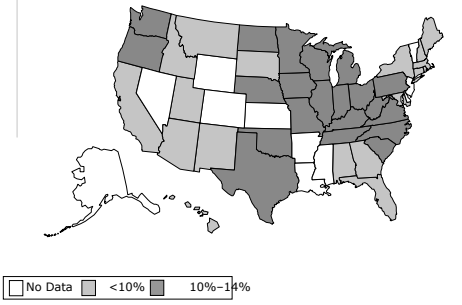
Obesity Trends* Among U.S. Adults BRFSS, 1988

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



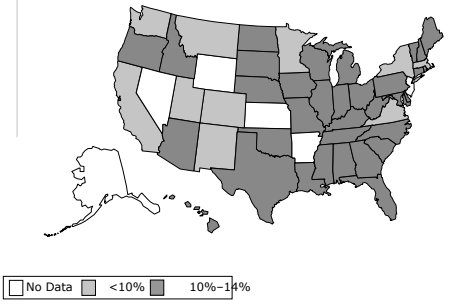
Obesity Trends* Among U.S. Adults BRFSS, 1989

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



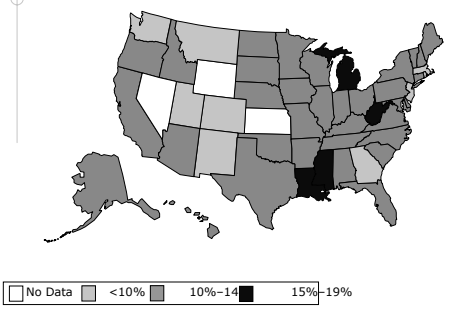
Obesity Trends* Among U.S. Adults BRFSS, 1990

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



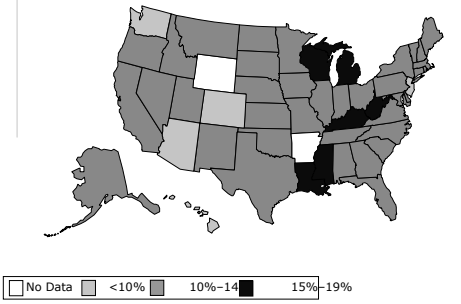
Obesity Trends* Among U.S. Adults BRFSS, 1991

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



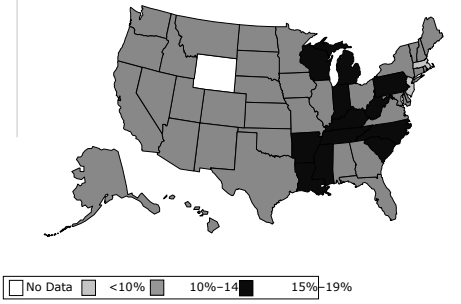
Obesity Trends* Among U.S. Adults BRFSS, 1992

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



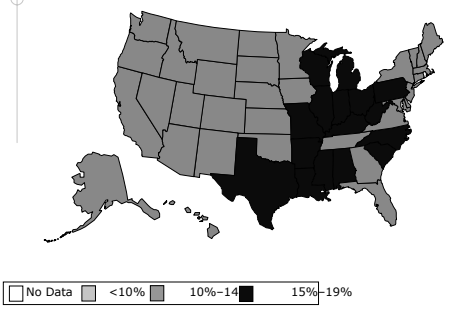
Obesity Trends* Among U.S. Adults BRFSS, 1993

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



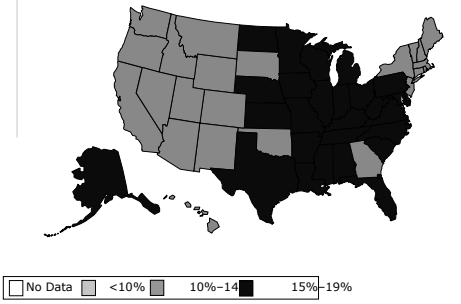
Obesity Trends* Among U.S. Adults BRFSS, 1994

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



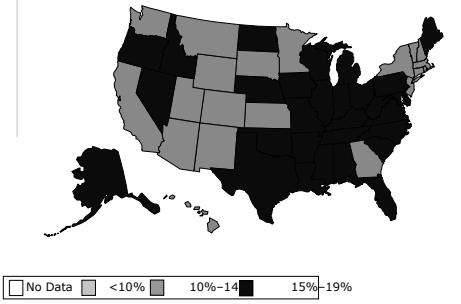
Obesity Trends* Among U.S. Adults BRFSS, 1995

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



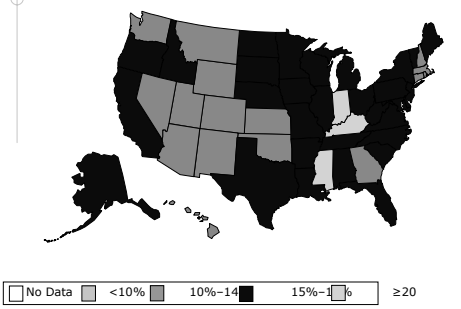
Obesity Trends* Among U.S. Adults BRFSS, 1996

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



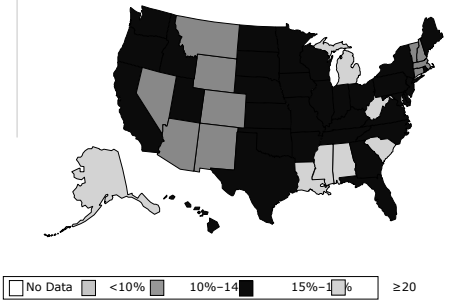
Obesity Trends* Among U.S. Adults BRFSS, 1997

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



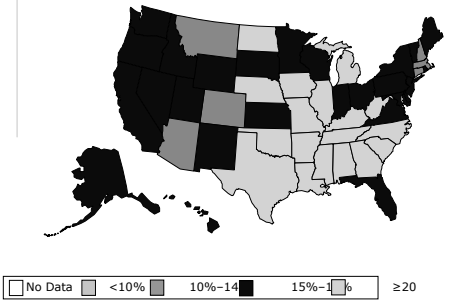
Obesity Trends* Among U.S. Adults BRFSS, 1998

(*BMI ≥30, or ~ 30 lbs overweight for 5' 4" person)



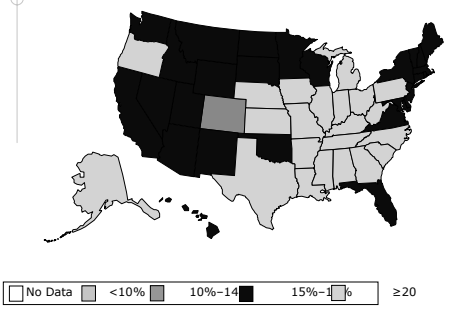
Obesity Trends* Among U.S. Adults BRFSS, 1999

(*BMI ≥30, or ~ 30 lbs overweight for 5' 4" person)



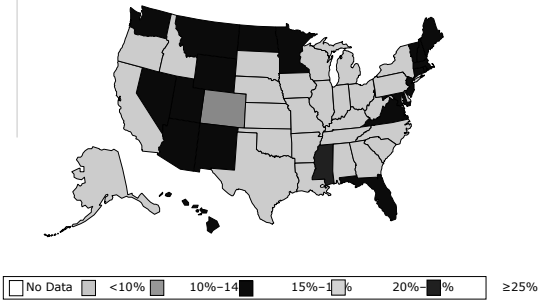
Obesity Trends* Among U.S. Adults BRFSS, 2000

(*BMI ≥30, or ~ 30 lbs overweight for 5' 4" person)



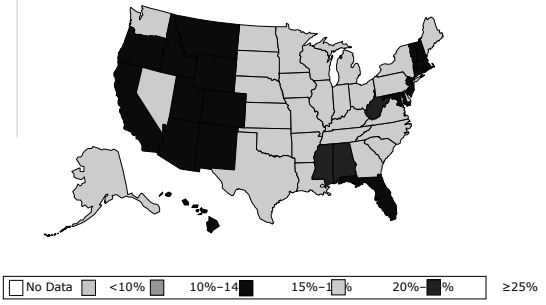
Obesity Trends* Among U.S. Adults BRFSS, 2001

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



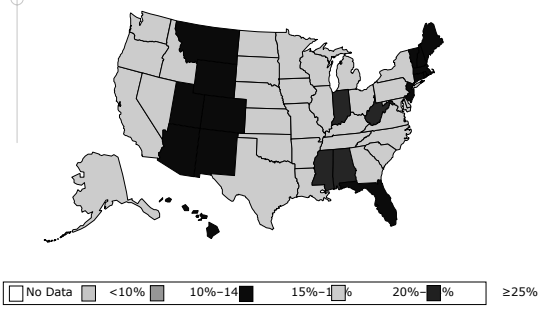
Obesity Trends* Among U.S. Adults BRFSS, 2002

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



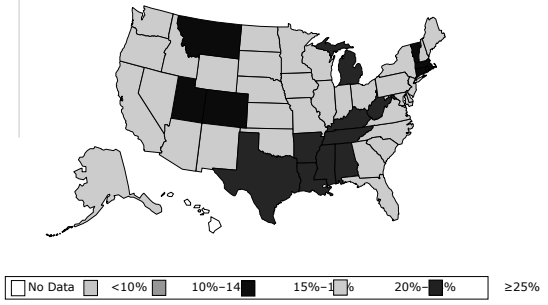
Obesity Trends* Among U.S. Adults BRFSS, 2003

(*BMI ≥30, or ~ 30 lbs overweight for 5′ 4″ person)



Obesity Trends* Among U.S. Adults BRFSS, 2004

(*BMI ≥30, or ~ 30 lbs overweight for 5' 4" person)



What Can You Do?

- _____
- _____
- _____
- _____
- _____

What Can You Do?

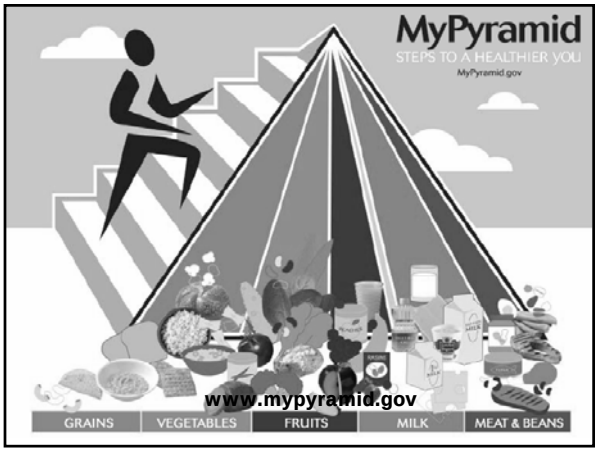
- **Offer onsite weight management programs such as Weight Watchers, Jenny Craig, Physicians Weight Loss, etc.**
- **Use your Health Care Provider.**
- **Post nutrition information for all cafeteria and vending machine items.**
- **Provide nutritious and health conscious meal options in the cafeteria and vending machines.**

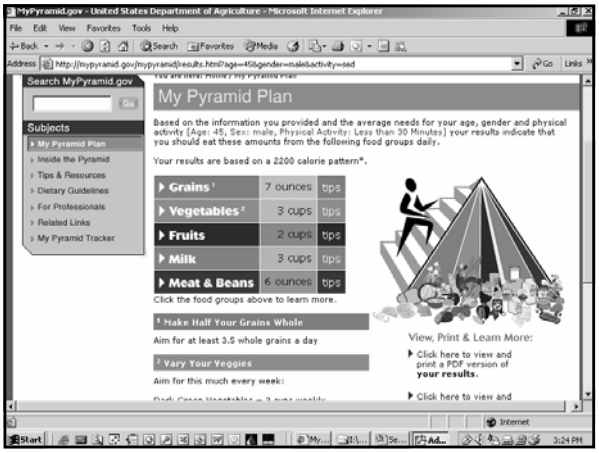
Who Can Help?

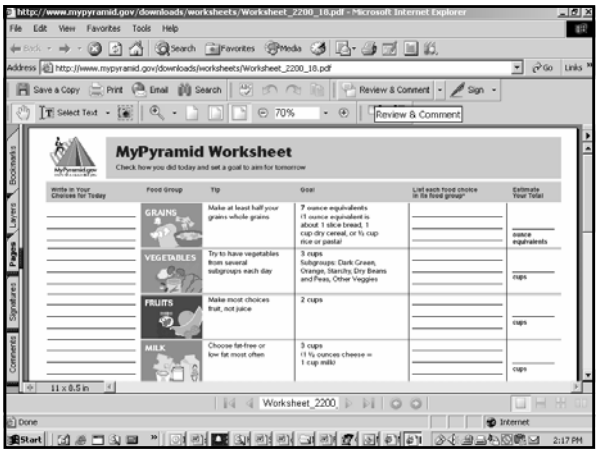
- Local hospitals
- County health department
- College or Universities
- USDA website, **www.MyPyramid.gov**

You can find information about:

- How to shop at the supermarket
- Reading food labels
- Proper portion sizes
- Food preparation
- Restaurant food choices







Did you know?

- **Sipping 17 ounces of ice-cold water raises metabolism by 30% for ninety minutes. This burns calories.**
- **A 4% to 5% reduction below optimal water requirements can reduce concentration and performance by 20% to 30%.**

Stressed is Desserts Spelled Backwards

Stress is not a dirty word.

- Not all stress is bad - Good stress spurs us to our highest achievements.
- Manage it, because you can't eliminate it all.

What are The Benefits of Stress Management ?

- Stress impairs our immune system's ability to fight off disease.
- Stress has been linked to the nation's two leading causes of illness – Heart Disease and Cancer.

What Are Some Stress Reduction Tactics?

- _____
- _____
- _____
- _____
- _____

What Are Some Stress Reduction Tactics?

- Regular exercise
- Massage
- Yoga, Tai Chi
- Quiet time
- Stress management techniques
- Others?

Tobacco Cessation

Tobacco Use Among Ohio Adults and Youth

- Approximately 26% of Ohio adults 18+ smoke.
- 15% of Ohio middle school students and 33 % of Ohio high school students are users of at least one form of tobacco product – these are your next-hires.

According to the American Cancer Society…

- Smoking employees cost companies an average of $1,429 per smoker per year in increased health care cost over nonsmoking employees.
- Smokers are absent from work 50% more often than nonsmokers.
- Smokers are 50% more likely to be hospitalized and have 15% higher disability rates.

Did you know?

- Employees who take four 10-minute smoking breaks a day, five days a week, in one year they work one month less per year than workers who don't take smoke breaks.
- This is a morale-killer for non-smokers
- Be prepared for high relapse rate – this may not be the program element to try first.

Implementing a Tobacco Cessation Program

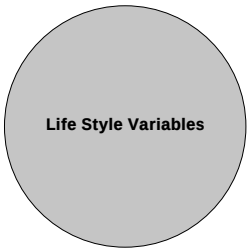
- American Cancer Society reports that costs average $45 per employee per year for smoking cessation assistance.
- Saves the employer an average of $1,383 per year for each employee who quits smoking.
- Success rates vary by program, from about 20-40%.
- And remember, tobacco cessation is not just cigarettes. It includes all forms of smokeless tobacco as well.

Smoking Cessation: Where You Can Start

- _____
- _____
- _____
- _____
- _____

Smoking Cessation: Where You Can Start

- Reimburse for tobacco cessation tools
- Limit smoking areas in the workplace
- Present onsite tobacco cessation sessions
- Create a “buddy” program
- Offer lung capacity tests – about $60
- Publicize 1-800-QUIT NOW, ACS, Lung Assoc.



Life Style Variables

Not commonly covered by wellness programs – probably deserve a referral.

- _____
- _____
- _____
- _____
- _____

Life Style Variables

Not commonly covered by wellness programs – probably deserve a referral.

Employee Assistance Program (EAP)

- Drugs/Alcohol
- Personal Financial Problems
- Anger Management
- Domestic Problems/Violence
- Gambling
- Mental Health Care

WAIVER OF WORKERS' COMPENSATION BENEFITS FOR RECREATIONAL OR FITNESS ACTIVITIES

INSTRUCTIONS:

- This form should be completed to waive workers' compensation coverage for voluntary participation in employer-sponsored recreational activities or fitness programs.
- In the space provided, list all employer-sponsored recreational activities and fitness programs for which the employee wishes to waive workers' compensation coverage. Line through any blank spaces.
- The employee **must** sign and date this form to acknowledge agreement.
- The employer shall retain the original for its files and provide a copy to the employee.
- The employer should submit a copy to BWC **only when a claim is filed** for an injury or occupational disease sustained in the employer- sponsored recreational activity or fitness program. For further information call 1-800-OHIOBWC (1-800-644-6292).

Employee name (please print or type)	Date
Employer name	Risk number

Pursuant to Section 4123.01(C)(3) of the Revised Code, the employer and employee shall list those employer-sponsored recreational activities and fitness programs for which the employee wishes to waive all rights to compensation and benefits under Chapter 4123 of the Revised Code. The waiver must be signed and dated prior to the date of injury or, in an occupational disease claim, the date of disability. Should an employee sustain an injury or occupational disease in an employer-sponsored recreational activity or fitness program **which is not listed**, the employee may be eligible for workers' compensation benefits.

Recreational activities/Fitness programs

_____

_____

_____

_____

_____

_____

The undersigned declares that he or she is a voluntary participant in the employer-sponsored recreational activities or fitness programs listed above. He or she hereby waives and relinquishes all rights to workers' compensation benefits under Chapter 4123 of the Revised Code for any injury or disability incurred while participating in the above activities or programs. This waiver is valid for two calendar years. The waiver may not bar any workers' compensation claim filed for death benefits by the employee's dependents.

_____ Employee signature

_____ Date signed

BWC-1286 (12/29/1997)
C-159 (previously OIC-0161)

USDA United States Department of Agriculture

MyPyramid.gov

Steps to a Healthier You

One size doesn't fit all. MyPyramid Plan can help you choose the foods and amounts that are right for you. For a quick estimate of what and how much you need to eat, enter your age, sex, and activity level in the MyPyramid Plan box.

For a detailed assessment of your food intake and physical activity level, click on MyPyramid Tracker.

Use the advice "Inside MyPyramid" to help you

- Make smart choices from every food group,
- Find your balance between food and physical activity, and
- Get the most nutrition out of your calories.

Spotlights

Tour MyPyramid
Take a tour of the new pyramid in this animated feature.

Mini-Poster Download
View and download the MyPyramid mini-poster to learn the basics about eating healthy and physical activity.
[PDF - You will need the free Adobe Acrobat Reader plug-in to view and print the above PDF file.]

Inside The Pyramid
Explore the pyramid to learn about the food groups and to see how much physical activity you should be getting.

Tips & Resources
Learn how to make MyPyramid work for you. Find a wealth of ideas that can help you get started toward a healthy diet. There are tips for each food group, physical activity, eating out, a sample menu, and more...

My Pyramid Plan

Age: **Sex:** [Select]

Physical Activity:
Amount of moderate or vigorous activity (such as brisk walking, jogging, biking, aerobics, or yard work) you do in addition to your normal daily routine, most days.

[Select]

SUBMIT

My Pyramid Tracker

Go here for an in-depth assessment of your diet quality and physical activity status.

Tip of the Week

Processed meats such as ham, sausage, frankfurters, and luncheon or deli meats have added sodium. Check the ingredient and Nutrient Facts label to help limit sodium intake. Check also for lower fat versions of many processed meats.

For Professionals

Resources and information for use in developing education materials and to assist in understanding Federal food guidance.

My Pyramid Plan

Based on the information you provided and the average needs for your age, gender and physical activity [Age: 45, Sex: male, Physical Activity: Less than 30 Minutes] your results indicate that you should eat these amounts from the following food groups daily.

Your results are based on a 2200 calorie pattern*.

Grains [1]	7 ounces	tips
Vegetables [2]	3 cups	tips
Fruits	2 cups	tips
Milk	3 cups	tips
Meat & Beans	6 ounces	tips

Click the food groups above to learn more.

View, Print & Learn More:

- Click here to view and print a PDF version of **your results**.
- Click here to view and print a PDF of a helpful **Meal Tracking Worksheet**.
- For a more detailed assessment of your diet quality and physical activity go to the **My Pyramid Tracker**.

You will need the free Adobe Acrobat Reader plug-in to view and print the above PDF files.

[1] **Make Half Your Grains Whole**

Aim for at least 3.5 whole grains a day

[2] **Vary Your Veggies**

Aim for this much every week:

Dark Green Vegetables = 3 cups weekly
Orange Vegetables = 2 cups weekly
Dry Beans & Peas = 3 cups weekly
Starchy Vegetables = 6 cups weekly
Other Vegetables = 7 cups weekly

Oils & Discretionary Calories

Aim for 6 teaspoons of oils a day

Limit your extras (extra fats & sugars) to 290 Calories

*This calorie level is only an estimate of your needs. Monitor your body weight to see if you need to adjust your calorie intake.

MyPyramid Worksheet

Check how you did today and set a goal to aim for tomorrow

Write in Your Choices for Today	Food Group	Tip	Goal	List each food choice in its food group*	Estimate Your Total
	GRAINS	Make at least half your grains whole grains	**7 ounce equivalents** (1 ounce equivalent is about 1 slice bread, 1 cup dry cereal, or ½ cup rice or pasta)		ounce equivalents
	VEGETABLES	Try to have vegetables from several subgroups each day	**3 cups** Subgroups: Dark Green, Orange, Starchy, Dry Beans and Peas, Other Veggies		cups
	FRUITS	Make most choices fruit, not juice	**2 cups**		cups
	MILK	Choose fat-free or low fat most often	**3 cups** (1 ½ ounces cheese = 1 cup milk)		cups
	MEAT & BEANS	Choose lean meat and poultry. Vary your choices—more fish, beans, peas, nuts, and seeds	**6 ounce equivalents** (1 ounce equivalent is 1 ounce meat, poultry or fish, 1 T. peanut butter, ½ ounce nuts, ¼ cup dry beans or peas)		ounce equivalents
	PHYSICAL ACTIVITY	Build more physical activity into your daily routine at home and work.	At least **30 minutes** of moderate to vigorous activity a day, 10 minutes or more at a time.		minutes

*Some foods don't fit into any group. These "extras" may be mainly fat or sugar—limit your intake of these.

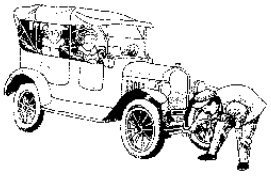
How did you do today? ☐ Great ☐ So-So ☐ Not so Great

My food goal for tomorrow is: _____

My activity goal for tomorrow is: _____

HOW TO GET STARTED

How to get started



Basic Steps to a Successful Program:

Management Support

MANAGEMENT SUPPORT: What Do You Need?

- _____
- _____
- _____
- _____
- _____

MANAGEMENT SUPPORT: What Do You Need?

- *Buy-in*
- *Allocated Resources*
- *Supported Wellness Leader / Team*
- Legal Review of Policies

Buy-In

Cost Benefit Analysis

Return on Investment (ROI)

Simple ROI = $\frac{\text{Savings – Investment Costs}}{\text{Investment Costs}}$

Traveler's Corp experienced a $3.40 return for every dollar invested in health promotion programs.

Buy-In

Cost Benefit Analysis

2002 Cost Savings Analysis

Employee Members	612	members
Missed 1.17 days less per year	9.6	man hours
Total hours in year	2080	per year
Avg Salary	$39,000	
Per person, $1500 biweekly	$18.75	per hour

612 x 9.6 = 5,875.2 hours
5,875.2 x 18.75 = $110,160

Source: Westfield Group

Buy-In - Other Results

- Motorola's wellness program, which saved the company $3.93 for every $1 invested.
- Northeast Utilities WellAware Program, which in its first 24 months reduced lifestyle and behavioral claims by $1,400,000.
- Caterpillar's Health Balance program, which is projected to result in long term saving of $700 million by 2015.
- Johnson & Johnson's Health and Wellness Program, which has produced average annual health care saving of $224.66 per employee.

Allocated Resources

- Budget
- Your time
- Employee involvement time
- Support for number crunching (IT)
- Any others?

MANAGEMENT SUPPORT:
How Do You Know When You Have It?

- Establish safety & health as a core value
- Hold all levels of the organization accountable for the success
- Become involved with Wellness Team and interact accordingly
- Allocate needed resources

Legal Review of Policies

- HIPPA
- ADA
- Form C-159
- Others

Employee Involvement

What does employee involvement entail?

- _____
- _____
- _____
- _____
- _____

What does employee involvement entail?

- Surveying for interests
- Identify internal resources, then recruit them
- Identify functions of the wellness team

Who & How Might You Recruit for a Wellness Team

- _____
- _____
- _____
- _____
- _____

Wellness Team Functions

- Brainstorming program ideas
- Assessing needs and wants
- Planning
- Decision making
- Communicating programs to coworkers
- Implementing actual program
- Assisting with program evaluation

Ways to Get Employee Involvement

- Ask for volunteers
- Advertise/Market the program
- Tap into existing informal groups

Assessing Needs and Wants

What Should Be Considered When Assessing Needs And Wants?

- *Employee* wants & needs
- *Employer* needs & wants

Employee Wants

Surveys / Questionnaires:

- Keep it short and simple
- Keep it convenient for respondents
- Phrase the questions objectively
- Pre-test for clarity

Employer Needs

What Does Your Organization Look Like?

- **85 employees**
- **50% female**
  50% male
- **Average age: 48?**
- **Top health risks:**
  - **Sedentary Behavior?**
  - **Heart Disease?**
  - **Weight?**
  - **Diabetes/Pre-diabetes?**
  - **Musculoskeletal disorders?**
  - **Other?**

Employer Needs/Employee Wants

Program Appropriate for the Population

- Aging population
- Young women
- Pro football team
- Construction
- Wall St. traders
- Third-shift workers
- Truck drivers
- Others?

Conducting Health Risk Assessments

- Personal information
- Baseline data
- Availability of risk assessments

Employer Needs

If your workforce includes 85 employees and mirrors national/state/local statistics, then you may have some of these health risks:

Smokers:	20% (17 employees)
Overweight & Obese	64% (54 employees)
Obese	32% (27 employees)
Sedentary	66% (56 employees)
Hypertension	28% (24 employees)
Diabetes	6% (5 employees)
Depression	6% (5 employees)
High Stress	9% (8 employees)

Planning

What Is Involved In Planning?

- Identify what needs to be done
- Set realistic targets and timelines for both short and long term goals
- Plan how, when the program will be initiated
- Plan how to maintain interest
- Know what resources you need for each step (time, money, personnel)
- Develop program plan
- Keep it simple
- Put your plan in writing

Identify Barriers

- Low participation or low adherence
- Program fails to save $$
- Level of management and supervisory support
- Starting too big
- Degree of wellness-friendly work environment

Be SMART: write Specific, Measurable Objectives for your program:

- **S**pecific
- **M**easurable (talk about one result you want to see)
- **A**chievable (and also challenging)
- **R**ealistic (do you have the resources to achieve the objective?)
- **T**ime specific (give target date for completion)

Set Realistic Targets & Timelines

- Short-term
  - Example – Set a goal for the number of participants within the first month
  - Example – Set a goal for the number of miles walked or miles on bicycle, stair climber
- Long-term
  - Example – Set a goal for the dollar savings on health care costs within the first year
  - Example – Set a goal for the reduction of lost days due to absenteeism within the first year

Maintaining Interest

- Marketing
  - Posters, bulletin boards
  - Host demo days
  - Flyers/pamphlets/brochures
  - Health Fairs
- Participation incentives (more later)
- Share success stories

Examples of Program Goals

- Better quality of life
- Reduced turnover
- Image enhancement
- Reduce absenteeism
- Increased morale
- Reduce presenteeism
- Increase productivity

Identifying The Reward System

- Funding for reward program
- Rewards that work
- Not necessarily monetary

Planning Suggestions

-

Communication

Why Emphasize Communication?

- Shows the support from peers, from management, etc.
- Maintains awareness
- Shows people someone cares.

Strong Communications – What Works?

- Using frequent WIIFM messages
- Keeping it highly visible & present
- Creating the "buzz"; viral marketing
- Recognizing individual wellness accomplishments
- Keeping it short and simple

Implementation

- What Should Be Considered When Implementing a Wellness Program?

Continuous Improvement

Measurement of Success

How do you measure the success of a wellness program?

- Process Objectives
- Outcome Objectives
- Listening to Staff

What Does Continuous Improvement Involve?

- **Determine employee satisfaction w/program**
  - Evaluate program outcomes
  - Conducting ongoing evaluations
  - Total employee count
  - Total membership count
  - Total participation
- **Recreation programs**
- **REMEMBER: It is not about "Quantity", it is all about MEASURABLE "Quality"**

Continuous Improvement

Evaluating Program Outcomes

Measures & Evaluation

- **Health Risk Appraisal data (health risk score)**
- **Biometrics (blood pressure, cholesterol, exercise level, smoking behavior, seat belt usage, etc.)**
- **Participation data (percentage of population engaged)**
- **Changes of readiness to change data (percentage of individuals ready to improve lifestyle behaviors)**
- **Satisfaction survey data (percentage of population satisfied with the programming)**
- **Absenteeism data**
- **Worker's Compensation data**

Continuous Improvement

Conducting Ongoing Evaluations

- **Follow-up surveys of employes**
- Participation evaluations (gym usage, etc.)
- Others?

Continuous Improvement

Examples of Process Objectives

- **Number of participants screened**
- **Number of participants in and completing health improvement programs**
- **Satisfaction of program participants**
- **Number of participants who were medically referred and saw their physician**
- **Number of promotional activities**
- **Number of participants seen in follow up**

Source: Hope Health
http://www.hopehealth.com/resources.asp

Example Of Outcome Objectives

- Number of participants who
  - improved fitness level
  - lowered cholesterol level
  - lost weight, body fat
  - quit smoking
  - with hypertension who lowered their b.p.
  - with risk factors who saw their physician and are being treated for them

Source: Hope Health
http://www.hopehealth.com/resources.asp

Additional Measurements

- End of program evaluations
- Face-to-face feedback
- Request from staff for additional programs
- Lifestyle changes (i.e. weekend activities of staff)
- Cultural changes in the workplace

Review of Basic Steps

- Management Support = Buy in
- Employee Involvement = Participation
- Assessing Needs & Wants = Gather Info
- Planning = Set Goals & Objectives
- Communication = Spread the message
- Implementation = Rolling program out
- Continuous Improvement = MEASURE

Continuous Improvement

In-Class Exercises

Your group is a wellness team in a company; use the element assigned to your group to :

- Decide on a program
- Discuss strategies for implementation
- How to get started
- What are your challenges/barriers
- How will you know if you meet your goals

Fitness

- Your company is a small manufacturing facility in southern Ohio with limited funds.

Health Screenings

- Your company is a large automotive plant in northern Ohio that has low employee participation in company programs.

Weight Control / Nutrition

- Your company is a medium-sized printing company in western Ohio with minimal management support.

Stress Management

- Your company is an insurance firm in central Ohio with 90% women employees.

Tobacco Cessation

- You are a public employer in eastern Ohio which is spread out over five counties.

Wellness Survey

This survey is intended to find out about our employees' preferences for wellness programs in our workplace. Please turn in this survey to (name of person) by (date/deadline).

Education programs

1. Would you participate in health education programs (check all that apply):
   - ☐during lunch (brown bag lunch)
   - ☐after work
   - ☐on weekends
   - ☐at an onsite Health Fair
   - ☐maybe
   - ☐not at all

If you answered "not at all," please skip to question #7. Otherwise, please continue.

2. Are you interested in education on Weight Control / Nutrition (check all that apply)?
   - ☐external weight control group (i.e., Weight Watchers, Jenny Craig, etc.)
   - ☐cooking preparation
   - ☐vitamins / supplements
   - ☐serving sizes
   - ☐label reading
   - ☐food groups
   - ☐eating disorders
   - ☐support groups
   - ☐children & teen eating habits
   - ☐other _____

3. Are you interested in education on Stress Management (check all that apply)?
   - ☐strategies to manage stress
   - ☐meditation class
   - ☐employer assistance programs (EAP)
   - ☐support groups
   - ☐time management
   - ☐massage therapy
   - ☐maximize your memory
   - ☐violence in the workplace
   - ☐other _____

4. Are you interested in education on Tobacco Cessation (check all that apply)?
   - ☐patches
   - ☐support groups
   - ☐buddy system
   - ☐lung capacity tests
   - ☐lung cancer
   - ☐mouth/lip/throat cancer
   - ☐second-hand smoke
   - ☐success stories
   - ☐other _____

5. Are you interested in education on Physical Fitness (check all that apply)?
- ☐stretching programs (Pilates, Yoga, Tai Chi, etc.)
- ☐cardio programs
- ☐recreational programs (volleyball, basketball, baseball, etc.)
- ☐martial arts programs
- ☐walking programs
- ☐bike-riding programs
- ☐roller-blade programs
- ☐swimming programs
- ☐bowling programs
- ☐jogging programs
- ☐golfing programs
- ☐weight lifting programs
- ☐local fitness clubs/gyms (Curves, etc.)
- ☐other _____

6. Are you interested in education on Health Related Topics (check all that apply)?
- ☐heart disease
- ☐asthma
- ☐diabetes
- ☐maximizing your memory
- ☐multiple chemical sensitivity syndrome
- ☐tumors / cancer
- ☐blood born diseases
- ☐occupational diseases
- ☐hearing impairment
- ☐sight impairment
- ☐physical therapy
- ☐other _____

Physical activities

7. Would you participate in physical activities? (check all that apply)
- ☐before work
- ☐during lunch
- ☐after work
- ☐on weekends
- ☐definitely not
- ☐maybe

If you checked "definitely not", please skip to question #10. Otherwise, please continue.

8. What physical activities are you interested in (check all that apply)?
- ☐Pilates
- ☐Yoga
- ☐Tai Chi
- ☐cardio programs
- ☐martial arts programs
- ☐walking programs
- ☐bike-riding programs
- ☐roller-blade programs
- ☐swimming programs
- ☐jogging programs
- ☐weight lifting programs
- ☐chair massage
- ☐other_____

9. What recreational activities are you interested in (check all that apply)?

- ☐volleyball
- ☐basketball
- ☐baseball
- ☐bowling
- ☐handball
- ☐golf
- ☐other_____

Health screenings

10. If health screenings could be offered at our company, which of the following would you be most likely to use (check all that apply)?

- ☐Blood pressure
- ☐Cholesterol & Glucose (may cost $$)
- ☐Flu Vaccine (may cost $$)
- ☐Body Fat Analysis
- ☐Hearing
- ☐Vision
- ☐Tetanus (may cost $$)
- ☐Bone Density
- ☐Mammography (may cost $$)
- ☐Other_____

11. If there is a cost for the screening, what is the most you would be willing to pay?

- ☐ I would not do the screening if there is a cost.
- ☐ $20
- ☐ $25
- ☐ $30
- ☐ $35
- ☐ $40
- ☐ other_____

12. Would you participate in a Health Risk Assessment administered by (name of local hospital) for $(cost)? Service includes a confidential summary report of your personal health status, potential health risks, etc., along with a general presentation on interpreting the results.

- ☐Yes
- ☐ No

Other

13. Would you be willing to help with the wellness program?

- ☐Yes If "yes," how would you like to help? _____

  _____

  _____

  Your name _____ Phone number _____

- ☐No
- ☐Maybe later

14. Do you have any other comments?

RESOURCES

Additional Resources for Wellness in the Workplace Programs

May 2005

Organizations:

Business & Health Institute: www.businessandhealth.com

Centers for Disease Control: http://www.cdc.gov/nccdphp/dnpa/obesity/trend/maps/

Healthy Ohioans: http://www.healthyohioans.org/

Kaiser Family Foundation, Health Insurance Costs: http://www.kff.org/insurance/index.cfm

Mayo Clinic: http://www.mayoclinic.com

National Business Group on Health, Prevention & Health Services:
http://www.businessgrouphealth.org/prevention/index.cfm

National Institute for Occupational Safety & Health (NIOSH), Steps to a Healthier US Workforce:
http://www.cdc.gov/niosh/steps/

University of Michigan's Health Management Resource Center: www.umich.edu/~hmrc

Wellness Councils of America: http://www.welcoa.org/

All of the following materials are available through BWC's Division of Safety & Hygiene Libraries. Call 800-644-6292 or e-mail library@bwc.state.oh.us.

Books and manuals:

101 Ways to Wellness. Wellness Councils of America, 2001. http://www.welcoa.org/freeresources/.

Building World Class Wellness Programs: Wellness the WELCOA Way, 2 volumes. Wellness Councils of America.

Chapman, Larry S. *Proof Positive: An Analysis of the Cost-Effectiveness of Wellness*. Seattle, WA: Corporate Health Designs, 1991.

Doing Well by Being Well: Designing Win-Win Employee Wellness Programs. Healthy Ohioans Business Council, 2004.

Well Workplace Workbook: A Guide to Developing Your Worksite Wellness Program. Wellness Councils of America, 1997. http://www.welcoa.org.

Health Promotion: Sourcebook for Small Businesses. Wellness Councils of America, 1998.

Health Promotion Guide, Hope Health. http://www.hopehealth.com/resources.asp.

Improving Health, Improving Business: A 4-Part Guide to Implementing Employee Health Improvement and Preventive Services." National Business Group on Health, Center for Prevention and Health Services, http://www.businessgrouphealth.org/services/4_Part_Guide.pdf.

Well Workplace Field Manual: A Step-by-Step Guide for the Busy Wellness Practitioner. Wellness Councils of America, 2000.

Articles and reports:

Aldana, S.G. "Financial Impact of Health Promotion Programs: A Comprehensive Review of the Literature." *American Journal of Health Promotion*, May-Jun 2001, 15 (5), 296-320.

Chapman, Larry S. "Meta-Evaluation of Worksite Health Promotion Economic Return Studies." *The Art of Health Promotion*, Vol. 6, No. 6, January/February 2003, 1-10.

Edington, Dee W. "Health and Productivity Management as a Serious Economic Strategy." University of Michigan Health Management Research Center, 2004? http://www.umich.edu/~hmrc/printable%20research%20slides.pdf.

Edington, Dee W. "Health Management as a Serious Business Strategy." University of Michigan Health Management Research Center, 2005. http://www.umich.edu/~hmrc/Dee%20new%20slides%20printable.pdf.

"The Factors Fueling Rising Healthcare Costs." PriceWaterhouseCoopers, April 2002, prepared for the American Association of Health Plans. http://www.aahp.org/InternalLinks/PwCFinalReport.pdf

Hodges, Linda C. et al. "Reducing Overall Health Care Costs for a City Municipality: A Real Life Community Based Learning Model." *AAOHN Journal*, Vol. 62, No. 6, June 2004, 247-253.

Maniscalco, Peggie, et al. "Decreased Rate of Back Injuries through a Wellness Program for Offshore Petroleum Employees." *Journal of Occupational and Environmental Medicine*, Vol. 41, No. 9, Sept. 1999, 813-820.

Musich, Shirley et al. "The Association of Health Risks with Workers' Compensation Costs." *Journal of Occupational and Environmental Medicine*, Vol. 43, No. 6, June 2001, 534-541.

"Participation in Wellness Program Reduces Injuries." *CTD News*, August 2001, 3.

Roberts, Sally. "An Exercise in Savings: Program for Grounds Workers Helps Campus Reduce Costs." *Business Insurance*, Vol. 32, Issue 24, June 15, 1998, 1.

Rumler, John. "Wellness Programs Help Relieve Ills of Workers' Comp." *Business Journal*, Vol. 15, No. 27, April 28, 2000, 19.

Stave, Gregg M. et al. "Quantifiable Impact of the Contract for Health and Wellness: Health Behaviors, Health Care Costs, Disability, and Workers' Compensation." *Journal of Occupational and Environmental Medicine*, Vol. 45, No. 2, Feb. 2003, 109-117.

Topf, Michael. "Is Health a Part of Your Safety Process?" *Occupational Hazards*, January 2004, 52-55.

"Wellness Programs: The Step Beyond OSHA Compliance," Special Report. *Keller's Industrial Safety Report*, Vol. 14, No. 10, October 2004.

Instructions for Downloading Materials from BWC's Learning Center

1. Go to: www.bwclearningcenter.com
2. Log in using your username and password
    a. If you have forgotten your username and password call 1-800-OHIOBWC
3. Click the "Team Center" building
4. Click "Team Rooms"
5. Type "wellness" in the keyword field and click search
6. Click the "Wellness in the Workplace" team room which should be the first team room listed
7. Click "Content" listed in the Team Room Tools
8. Click on the document that you wish to download
    a. Students and instructors are also able to submit resources that might be useful to other team members
    b. There is also links to useful websites including BWC safety services
9. Log off when finished

Resources Available from the Division of Safety & Hygiene (DSH) Libraries

(800) 644-6292 (614) 466-7388

library@bwc.state.oh.us

www.ohiobwc.com

Safety training:

- Safety talks, outlines and scripts - DSH Safety leader's discussion guide, Training Center's One-hour safety presentations, reference books, web resources
- Videos – hundreds of safety and health topics
- Books and articles on training techniques

Machine and equipment safety:

- Safety standards (ANSI, NFPA, CGA)
- Books and articles on power presses, material handling equipment, lockout/tagout, etc.

Sample written programs:

- DSH program profiles and sample written programs
- Reference books
- Internet resources

Illness and injury statistics:

- Statistics from the U.S. Bureau of Labor Statistics
- National Safety Council's *Injury Facts*
- National Institute of Occupational Safety & Health (NIOSH) studies

Hazard communication and chemical safety:

- Chemical safety information
- Material safety data sheets (MSDSs)
- Sample written programs
- Videos
- Internet resources

Safety standards

- American National Standards Institute (ANSI) standards (including standards for construction, machinery and equipment, personal protective equipment)
- National Fire Protection Association (NFPA) fire codes (including the Life Safety Code and the National Electrical Code)
- Compressed Gas Association (CGA) standards

Other topics of interest (books, articles, magazines, videos and standards):

- Confined spaces
- Electrical safety
- Job safety analysis
- New employee orientation
- Powered industrial trucks
- Respiratory protection
- Scaffolds
- Spill response

Directories and lists of vendors of safety equipment

Occupational Safety & Health Administration (OSHA) regulations

Manual of Uniform Traffic Control Devices (MUTCD)

Recommendations of useful Internet sites

BWC publications

Saving You Time and Research

Requests for copies of OSHA standards, information on starting a safety committee, a video on accident investigation techniques -- these are some of the thousands of inquiries BWC's Division of Safety & Hygiene (DSH) libraries receive each year.

DSH has two libraries to serve you:

- The central library in the William Green Building in downtown Columbus;
- The resource center and video library located at the Ohio Center for Occupational Safety and Health (OCOSH) in Pickerington.

Both libraries are open 8 a.m. to 4:45 p.m., Monday through Friday. Your need for information does not require a visit to the library. You can phone, fax, or e-mail your requests and receive a quick response.

The central library provides free information services on the topics of occupational safety and health, workers' compensation and rehabilitation.

The OCOSH resource center provides similar services for those who visit OCOSH for meetings and training center classes.

The video library offers an extensive collection of videotapes to supplement your organization's safety and health training program. It is a convenient and popular source for Ohio employers to borrow quality occupational safety- and health-related training aids.

Visit our Web site at **www.ohiobwc.com.**

Central Library
30 W. Spring St., Third Floor
Columbus OH 43215-2256
1-800-OHIOBWC
(614) 466-7388
(614) 644-9634 (fax)
library@bwc.state.oh.us

OCOSH Resource Center
13430 Yarmouth Drive
Pickerington OH 43147
1-800-OHIOBWC
Resource center (614) 728-6464
Video library (614) 644-0018

FOLLOW-UP ACTIVITIES

WELLNESS IN THE WORKPLACE

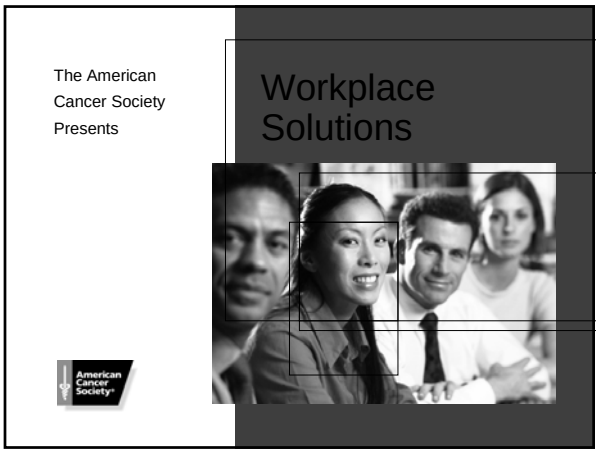
Follow-up Activities:

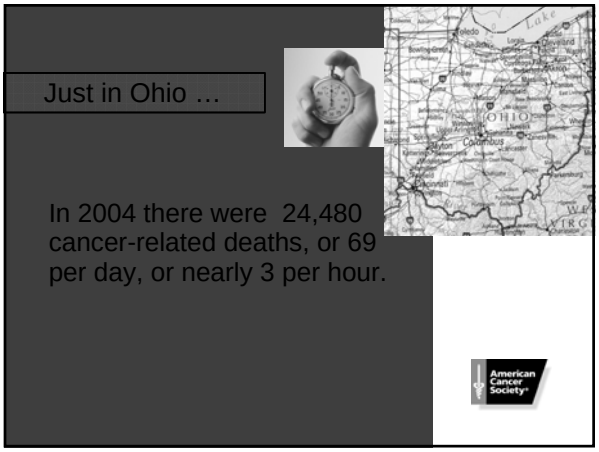
- Complete one or more health surveys within your organization to determine the interest of your employees.
- Hold 20- to 30-minute workshops during the lunch break at your facility (voluntary attendance). Topics could be determined by the results of a health survey of employees.
- Organize a wellness fair at your organization.
- Start a walking club at work. Furnish maps with distances noted. If enough people are interested, form teams. T-shirts could identify teams. Encourage competition. Award prizes.
- Offer classes such as stretching, flexibility, Yoga, Tai Chi.
- Offer extra-curricular activities for employees such as softball, basketball, volleyball, bowling, golf.
- Use internal email to periodically supply employees with health information.

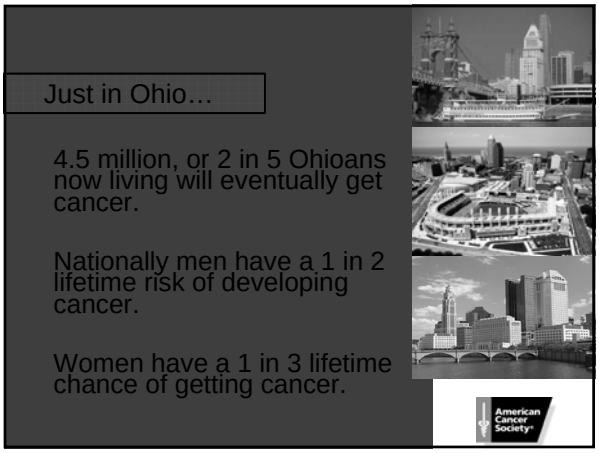
Activity Plan

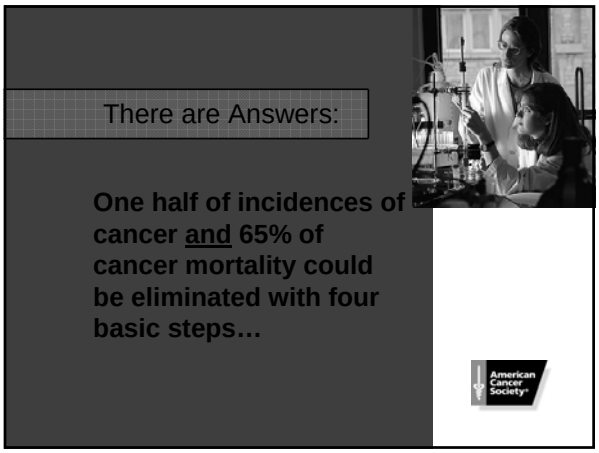
	Activity	Other people involved	Target Deadline
❑			
❑			
❑			
❑			
❑			
❑			
❑			
❑			

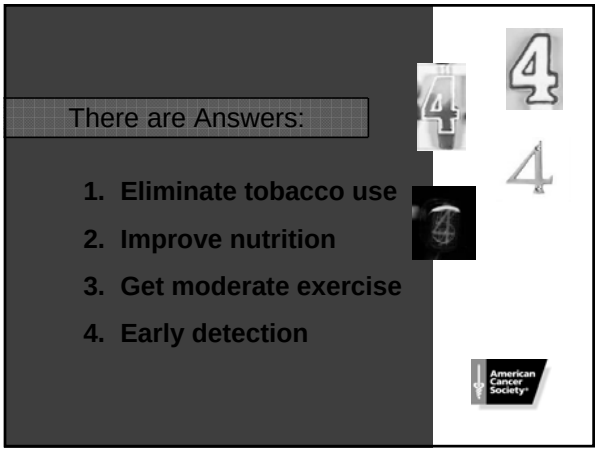
CANCER SOCIETY

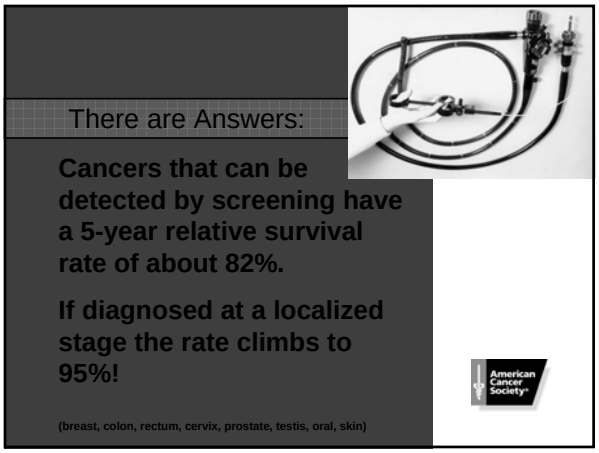

The American
Cancer Society
Presents
Workplace
Solutions
American
Cancer
Society


Just in Ohio …
In 2004 there were 24,480 cancer-related deaths, or 69 per day, or nearly 3 per hour.
American
Cancer
Society


Just in Ohio…
4.5 million, or 2 in 5 Ohioans now living will eventually get cancer.
Nationally men have a 1 in 2 lifetime risk of developing cancer.
Women have a 1 in 3 lifetime chance of getting cancer.
American
Cancer
Society


There are Answers:
One half of incidences of cancer and 65% of cancer mortality could be eliminated with four basic steps…
American Cancer Society


There are Answers:
1. Eliminate tobacco use
2. Improve nutrition
3. Get moderate exercise
4. Early detection
American Cancer Society

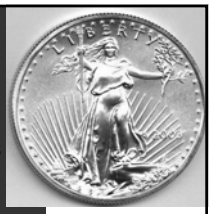

There are Answers:
Cancers that can be detected by screening have a 5-year relative survival rate of about 82%.
If diagnosed at a localized stage the rate climbs to 95%!
(breast, colon, rectum, cervix, prostate, testis, oral, skin)
American Cancer Society

ACS Workplace Solutions

This is why we created ACS Workplace Solutions

ACS Workplace Solutions

Worksite Assessment



A 21 “Yes/No” Question survey that compares your company’s wellness efforts to national Best Practices.

A Recommendation Report covering areas of Health Benefit Design, Workplace Policies, Employee Programs, Measurement and Tracking, and Communication and Support.

Purpose:

1. **Assist you in creating a healthier workforce.**
2. **Assist you with creating a healthier bottom line in the process.**
3. **Impactful, efficient use of resources.**
4. **Direct community benefit.**
5. **"Thank you" to our partners.**

ACS Workplace Solutions Provides:

- Credible way to engage employees in wellness activity
- Health information delivery
- Assist in benefit design and utilization
- Patient services
- Corporate resources

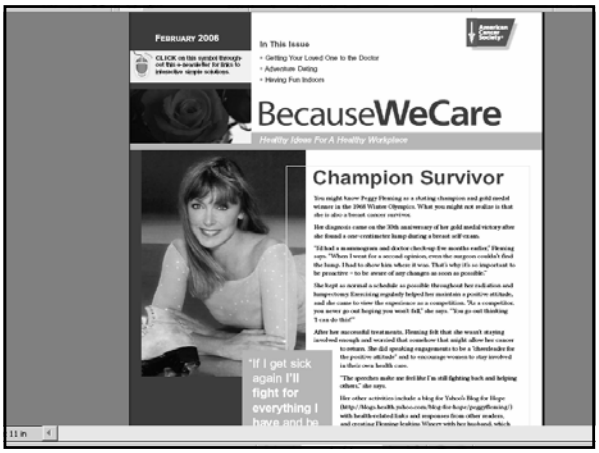
ACS Workplace Solutions Provides:

- Flexibility to fashion a program that works for your needs
- No costs for ACS services
- Quitline at cost recovery
- Plug and play programs to save time and money

Workplace Solutions Suite

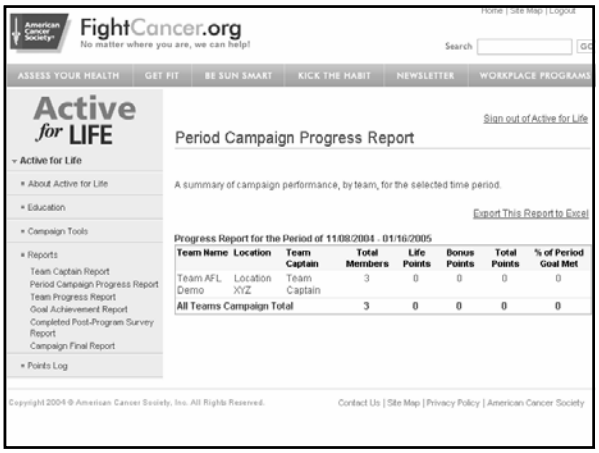
- Worksite Assessment
- Best Practices Recommendations
- Fightcancer.org – co-brandable
- Because We Care Newsletter
- ACS Quitline / Ohio Quitline / Freshstart
- Active For Life (Online and Paper)
- Nutritional Solutions from Ross
- Meeting Well / 5-A-Day
- Get Your Screen Test
- Patient Navigation Network

Fifth Third Bank
Peoples Bancorp
DTR
MARATHON
Community Coordinated Healthcare
City of Mason
FIRSTMERIT Corporation
Sky
United Way
Kodak
ODH
American Cancer Society



Active For Life Online

- 10-week program of team physical activity promotion with choice of three intensity levels
- Generates comprehensive reports
- Based on individual goal setting with success measured in % of goal attained each week


FightCancer.org
No matter where you are, we can help!
Home | Site Map | Logout
Search
GO
ASSESS YOUR HEALTH
GET FIT
BE SUN SMART
KICK THE HABIT
NEWSLETTER
WORKPLACE PROGRAMS
Active for LIFE
Active for Life
About Active for Life
Education
Campaign Tools
Reports
Team Captain Report
Period Campaign Progress Report
Team Progress Report
Goal Achievement Report
Completed Post-Program Survey Report
Campaign Final Report
Points Log
Sign out of Active for Life
Period Campaign Progress Report
A summary of campaign performance, by team, for the selected time period.
Export This Report to Excel
Progress Report for the Period of 11/08/2004 - 01/16/2005
Team Name Location Team Captain Total Members Life Points Bonus Points Total Points % of Period Goal Met
Team AFL Demo Location XYZ Team Captain 3 0 0 0 0
All Teams Campaign Total 3 0 0 0 0
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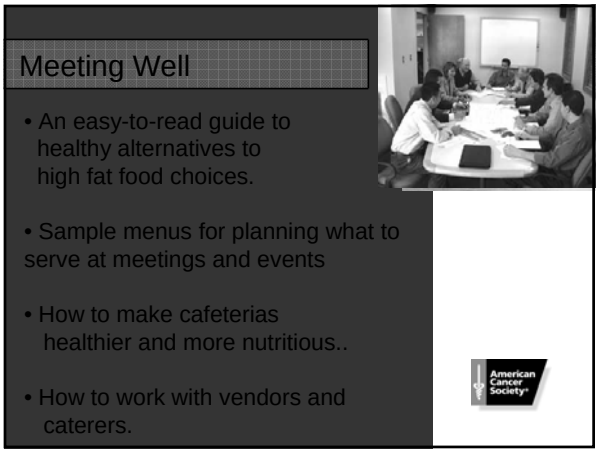
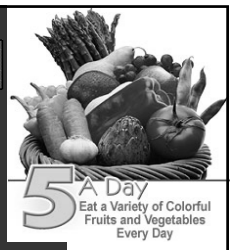
Contact Us | Site Map | Privacy Policy | American Cancer Society

FightCancer.org
No matter where you are, we can help!
Home | Site Map | Logout
Search
GO
ASSESS YOUR HEALTH
GET FIT
BE SUN SMART
KICK THE HABIT
NEWSLETTER
WORKPLACE PROGRAMS
Active for LIFE
Active for Life
About Active for Life
Education
Reports
Points Log
Sign out of Active for Life
Stay Motivated
You Can Do It. Change Your Life!
You can motivate yourself.
Making a lifestyle change can be challenging, but it can be done. When it comes to health and fitness, very few things can be changed overnight, but habits can be instantly altered. For example, you can at once decide to remove something from your diet that you know is not good for you. Still, it takes time for your health and fitness levels to reflect the tangible impact of such a sacrifice. That type of benefit is realized when you set reasonable goals and commit yourself to them on a long-term basis with patience, passion, and diligence. What you can do immediately is this: You can start laying the groundwork by identifying the stepping stones that will lead you to your long-term goals, and then you can start taking those steps. If you adopt this one-step-at-a-time approach, you will avoid the overwhelming thoughts that can arise when you focus on the big picture instead of the small successes you can celebrate along the way.
Can't decide if you want to participate in a wellness program at work? Think about this. The fact that a wellness program is
Health News
Easy options for getting a workout at work
Exercises you can do at 20 or 70
Breathe new life into an old routine
Make fitness a family affair


Meeting Well
• An easy-to-read guide to healthy alternatives to high fat food choices.
• Sample menus for planning what to serve at meetings and events
• How to make cafeterias healthier and more nutritious..
• How to work with vendors and caterers.
American Cancer Society

5-A-Day

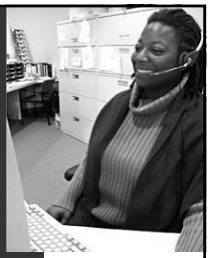


- Promotes daily intake of fruits and vegetables.
- Posters, table-tents, nutritional labeling, etc..
- Interactive website to determine how many fruits and vegetables are needed daily based on age, sex and activity level, as well as helpful tips for breakfast, lunch, dinner and snacks.
- www.5aday.gov

Freshstart

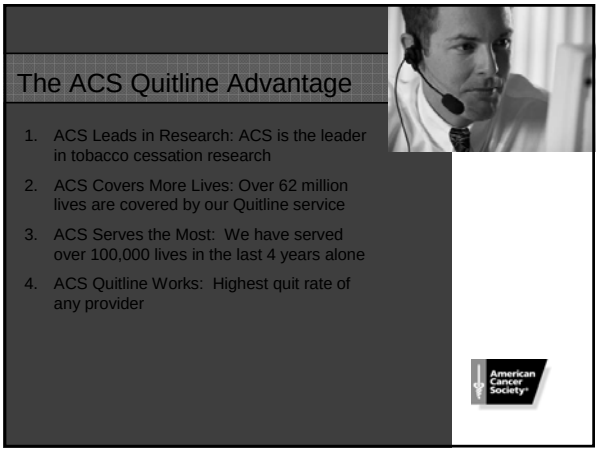
- Free web training for employee volunteer facilitators who lead at-work support group
- Group follows specific program.
- All materials provided free

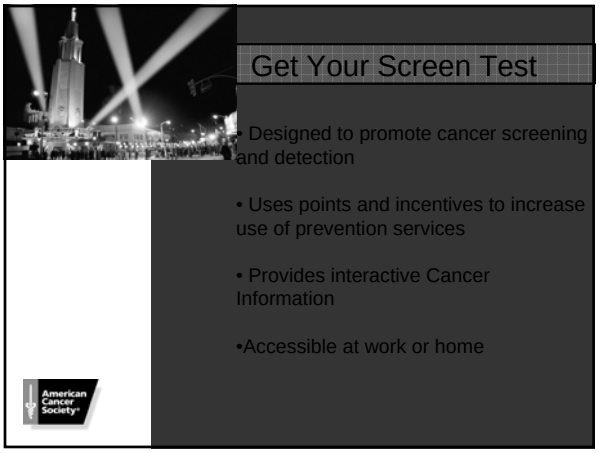
Ohio Quitline



- Free to all Ohio residents
- 1-800-QUIT NOW

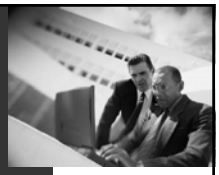
ACS Quitline Service
One piece of our integrated Workplace Solutions package is our corporate Quitline service. This industry leading service provides your employees:
• One to one counseling with industry leading professionals
• NRT (patch, gum, lozenges) at a significantly reduced price
• Customized promotional services
American Cancer Society


The ACS Quitline Advantage
1. ACS Leads in Research: ACS is the leader in tobacco cessation research
2. ACS Covers More Lives: Over 62 million lives are covered by our Quitline service
3. ACS Serves the Most: We have served over 100,000 lives in the last 4 years alone
4. ACS Quitline Works: Highest quit rate of any provider
American Cancer Society


Get Your Screen Test
• Designed to promote cancer screening and detection
• Uses points and incentives to increase use of prevention services
• Provides interactive Cancer Information
•Accessible at work or home
American Cancer Society

Progress in the fight against cancer:

- In the early 20th Century almost no one survived cancer.
- By the 1930's 1 in 5 survived.
- By the 1960's the survival chances improved to 1 in 3.
- Today you have better than a 64% chance of surviving cancer.



Patient Navigation

- Free services 24/7, 365 days a year
- ACS is a most trusted source of cancer information
- Trained cancer information specialists
- For employees and families

Partner With Us

- Prevent cancer, chronic disease
- Detect cancer early
- Increase overall wellness
- Help cancer survivors to return to active, productive lives
- Make a significant impact on our community
- Support the mission

Questions Please…

Thank you.
American
Cancer Society
Presents

Workplace
Solutions

American Cancer Society

Workplace Solutions Assessment

Employer Practices Survey

Company:

Respondent(s): _____

Date of Assessment: _____

Phone & e-mail_____

Instructions:

This survey addresses prevention of cancer and other chronic diseases at the workplace. The survey questions correspond to best practices that affect key health behaviors like tobacco use, physical activity, diet, and cancer screening. There are five sections: Health Insurance Benefits, Workplace Policies, Employee Programs, Tracking, and Communication.

Please provide yes/no responses to these survey questions, indicating if the practice is in-place as of today. Since worksites and health plans at your company may differ, please indicate "yes" only if the practice is in-place for *all* applicable worksites, health plans, etc.

Health Benefits

1. Does your company health plan(s) provide coverage for any of the following preventive services listed below?

   If yes, please indicate whether or not employee out-of-pocket expenses (co-pay, co-insurance, and/or deductible) are required for the service.

	Covered, No out-of-pocket expense	Covered, out-of-pocket expense required	Not Covered
Breast Cancer Screening (mammography)	☐	☐	☐
Cervical Cancer Screening (pap smear)	☐	☐	☐
Colon Cancer Screening (endoscopies and fecal occult blood test)	☐	☐	☐
Flu Vaccination	☐	☐	☐

2. Does your company health plan(s) provide coverage for any of the following tobacco cessation services listed below?

   If yes, please indicate whether or not employee out-of-pocket expenses (co-pay, co-insurance, and/or deductible) are required for the service.

	Covered, No out-of-pocket expense	Covered, out-of-pocket expense required	Not Covered
Prescription smoking cessation medication (Zyban®, Wellbutrin)	☐	☐	☐
Over-the-counter nicotine replacement therapy (nicotine patch, gum)	☐	☐	☐
Tobacco cessation counseling (group or individual)	☐	☐	☐

	Yes	No	
3.	☐	☐	Does your company stipulate in health insurance contracts that your health plan(s) send age-appropriate reminders to *members* about preventive care services?
4.	☐	☐	Does your company stipulate in health insurance contracts that its health plan(s) report member utilization of cancer screenings (e.g. mammographies and colonoscopies)?

Workplace Policies

Tobacco

5. Which of the following most closely describes your company's current workplace tobacco use policy (check one):

- ☐ No tobacco use policy in place
- ☐ Employees and visitors are allowed to smoke in designated areas of the building
- ☐ Employees and visitors are allowed to use tobacco on the premises (including vehicles) but not inside the building
- ☐ Employees and visitors are banned from using any form of tobacco throughout the premises; this includes company grounds and vehicles

Nutrition

	Yes	No	
6.	☐	☐	Do any of your company's worksites provide on-site food services (cafeterias) or vending machines? **If yes, go to #6a and #6b. If no, go to #7**
6a.	☐	☐	Does your company subsidize and/or competitively price healthy food choices?
6b.	☐	☐	Where food is available for sale, does your company post nutritional content and/or label healthy food choices to help employees make healthier choices?
7.	☐	☐	Do your company worksites adhere to catering guidelines that state healthy foods will be provided at meetings or other employee events?

Physical Activity

	Yes	No	
8.	☐	☐	Does your company provide any form of physical activity facilities at or near worksites (e.g. walking trails, gyms)?
9.	☐	☐	Has your company posted "take the stairs" signage near elevators and well-lighted stairwells?

Sun Exposure

	Yes	No	
10.	☐	☐	Do any of your company's employees work primarily outdoors? **If yes, go to #10a and #10b. If no, go to #11**
10a.	☐	☐	Does your company have a policy requiring employees to use sun protection (sun screen and/or protective clothing) if they are exposed to sun while on the job?
10b.	☐	☐	Does your company provide sunscreen or protective clothing for outdoor workers?

Employee Programs

Tobacco

	Yes	No	
11.	☐	☐	Does your company or a contracted vendor provide referrals to employees for tobacco cessation assistance (e.g. phone numbers to state telephone quitlines, or information for local counseling centers)?
11a.	☐	☐	Does your company contract with an outside vendor to provide an employee telephone tobacco cessation quitline**? If yes, go to #11b. If no, go to #12.**
11b.	☐	☐	Does the quitline service offer over-the-counter nicotine-replacement therapy to participants?

Physical Activity

	Yes	No	
12.	☐	☐	In the past year, has your company organized or sponsored a team-based employee physical activity program? **If yes, go to #12a. If no, go to #13.**
12a.	☐	☐	Does the program allow participants to set their own physical activity goals?

On-site Health Services

	Yes	No	
13.	☐	☐	Does your company offer annual, on-site flu shots to employees?

Tracking

	Yes	No	
14.	☐	☐	Does your company (or a third party vendor) conduct employee health risk appraisals (HRA), or survey employees about health risk behaviors? **If yes, go to #14a and #14b. If no, go to #15.**

14a. _____% If yes, from what percentage of all employees do you have responses?

14b. Did the survey ask employees about the items listed below? If yes, what proportion of people reported being overweight? What proportion of people reported using tobacco?

Overweight/Obese (≥25 BMI)	☐Yes	☐No	_____%
Current Tobacco Use	☐Yes	☐No	_____%

Communication

	Yes	No	
15.	☐	☐	Other than during open enrollment, does your company communicate with employees about health, health behaviors, or chronic disease prevention at least four times per year?

16. Which of the following communication channels are used within your company to inform employees about health-related issues (check all that apply):

- ☐ Intranet or Extranet website
- ☐ Email blasts
- ☐ Company newsletters
- ☐ Bulletin boards
- ☐ Payroll stuffers
- ☐ Mailings to employees' home
- ☐ Other

	Yes	No	
17.	☐	☐	Other than during open enrollment, does your company send reminders to employees about their health plans' coverage for preventive health services (tobacco cessation, cancer screening, vaccinations)?
18.	☐	☐	Does your company promote the availability of support groups or buddy systems for employees trying to improve exercise and diet, or control weight?
19.	☐	☐	Does your company or a third-party vendor provide referrals to support services for employees dealing with cancer or other chronic diseases (e.g., 1-800-ACS-2345)?
20.	☐	☐	Does your company or a third-party vendor educate about and promote clinical trials for cancer?