



Wellness on a Budget

With
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Items we will discuss today:

- What is Employee Wellness?
- Employee Wellness and the Iceberg Effect.
- The 7 dimensions of Wellness and why they are important in planning a new Wellness program.
- Planning a Wellness Program *without* a budget
- Things to consider when designing an employee wellness program.
- Lessons learned
- Important Reminders
- Wellness resources in Wyoming





What is Employee Wellness?

According to the CDC (2014), *“Workplace health & wellness programs are a **coordinated and comprehensive** set of health promotion and protection strategies implemented at the worksite that includes programs, policies, benefits, environmental supports, and links to the surrounding community designed to encourage the health and safety of all employees.”*



What is Employee Wellness?

- **Coordinated programs:** Include programs that come from internal resources (Biggest loser, Maintain Don't Gain or programs that may already be in place through health insurance). A wellness Coordinator and/or wellness committee is also part of coordinated programs.
- **Comprehensive programs:** Include partnerships with health organizations to offer health programs and services to employees when the employer does not have the capacity or expertise to do so. (i.e. Biometric Screening Agencies, having the local hospital provide on-site health coaching or provide Doc Talks).





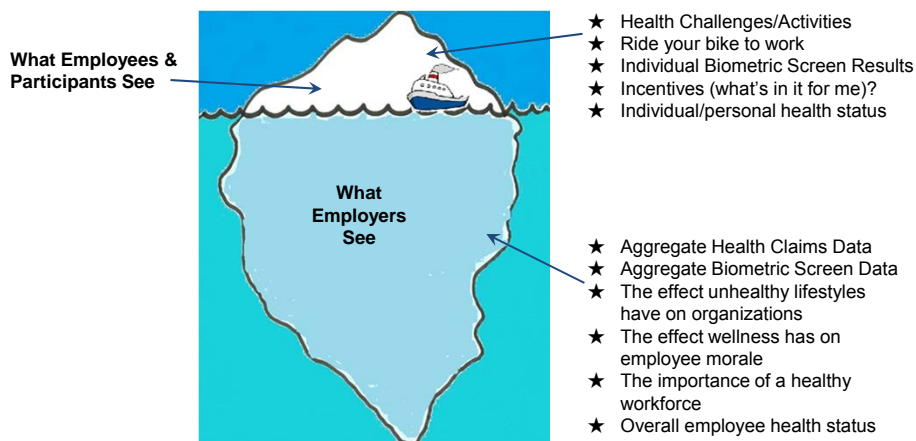
Mary's Definition of Wellness...

Wellness is a lifelong **process** of being **aware** of **choices** and making healthy decisions for a more balanced and longer life.

- **Process** means that we never get to a point where there is no possibility of improvement.
- **Aware** means that we are continuously seeking ways to improve our overall well-being.
- **Choices** means that we have considered a variety of options and have selected those that seem to be in our best interest.
- **Employers are becoming an integral part of Wellness outcomes.**



Wellness and the iceberg effect.





The 7 Dimensions of Wellness



IDEA...

What current services does your organization have in place that support these dimensions that **DO NOT** cost extra money?



The 7 Dimensions of Wellness

What current services does your organization have in place that support these dimensions & **DO NOT** cost your organization extra money?

**Tap into your current resources, save time and \$\$\$.....*

EFAP (Employee & Family Assistance Program)



Health Challenges (Maintain Don't Gain, Eat this not that, etc.)

Talent Retention Programs

Healthy Options in Cafeteria or Healthy Vending Machines

Walking Meetings

Bike Racks

Biometric Screening

Internal Resources



Employee Recognition Programs

Health Benefit Resources

Educational Opportunities

Gym Membership Discounts or Stipends

Local resources
(Healthcare Practitioners or Allied Health Professionals)



How to begin a Wellness Program without a budget:



1. Obtain Senior Leadership support
2. Establish a wellness task force
3. Make wellness an **organization goal** that supports other goals already in place.
 - Determine how your program will tie in to your organization's mission statement.
4. Create 2-3 objectives to work toward annually (an organizational policy may need to be created to ensure higher participation rates):
 - All employees will complete 2 health seminars each calendar year.
 - All departments will discuss a health topic at monthly staff meeting.
 - All departments will designate 1 employee (besides a supervisor) to be a Wellness Champion.
5. Combine current programs your organization has in place with wellness initiatives (ergonomic assessments, employee recognition awards, & employee health benefit programs).



How to begin a Wellness Program without a budget, *continued...*

6. Develop a timeline (recommend per fiscal year)
7. Plan how you will track participation and engagement rates
 - Data collection will help you justify potential future funding opportunities and help you determine the effectiveness of your program.
8. *Brand your program*
9. *Promote your program (remember less is more.....KISS approach)*
10. *Implement*
11. *Evaluate (end of each program and end of the year)*
12. *Modify your program, as needed, to improve.*





How to begin a Wellness Program *without* a budget, resource list:



Excellent employee wellness resources:

1. Partnerships for a healthy workforce:
http://www.wellnessproposals.com/pdfs/tool_kits/healthy_workforce_2010.pdf
2. Free Wellness Program Tool Kits:
<http://wellnessproposals.com/wellness-library/health-promotion/free-wellness-program-tool-kits/>
3. Centers for Disease Control and Prevention Workplace Health Promotion: <http://www.cdc.gov/workplacehealthpromotion/>
4. WELCOA (Wellness Council of America): <https://www.welcoa.org/>
5. National Wellness Institute: www.nationalwellness.org
6. IAWHP International Association for Worksite Health Promotion:
<http://www.acsm-iawhp.org/i4a/pages/index.cfm?pageid=1>



Things to consider when designing an employee wellness program.



- What your main health focuses should be (diabetes, heart disease, physical activity, nutrition, metabolic syndrome, stress).
 - I recommend to pick not more than 4-6 to focus on for the year.
- Health care reform and wellness initiatives
- What wellness programs your health benefit provides.
- How you will measure the program's successes/failures and by what timeframe.
- What communication efforts you will use.
- If you will include spouses and/or family members.
- How you will incentivize for good behaviors (tap into *free* resources)
- If you need to hire additional help to run the wellness program.

**The last two bullet items can be discussed once the program has been put in place for 1 year and you have collected measurable data justifying the potential need for a budget.*

Lessons Learned



- Be patient! Positive wellness outcomes do not happen overnight it take 3-4 years to see the benefits.
- Understand wellness and Health Care Reform
- Utilize resources you already have in place (health benefits, EFAP, local health organizations).
- Plan how you will track successes/failures before you begin any program and be consistent.
 - Consider having the same people track for you?
- Understand your organizational culture
- Determine if you should have a committee, task force or Wellness Champions.
- Repeat health initiatives at least 2-3 times a year.
- Do not get overwhelmed (it's easy to do with wellness initiatives). That's why you need a good action plan, *and stick to it!*

Remember.....



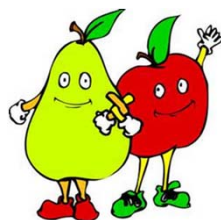
Wellness is a lifelong **process** of being **aware** of **choices** and making healthy decisions for a more balanced and longer life.

- Wellness is a choice people make for themselves. If they are not ready to commit to a life full of wellness, they won't. Don't take it personal!
- Find ways to relate to your population (i.e. hunting exercise plan, workouts for working mom's, etc.)
- Individuals who run wellness programs must be passionate, persistent and persuasive and be excellent role models.
- Always make yourself available when someone is ready to make a healthy lifestyle change. Don't 'put them on your calendar.' Be prepared for moments like this!



Remember, *continued*.....

- Program planning is an on-going process and most of the parts do not come together at the same time.
 - You must be patient and have all the key players on the same page.
 - This is why an implementation timeline is so important!



Wellness Resources in Wyoming

- **Wyoming Quitnet** (tobacco cessation), 1-800-QUIT-NOW or wy.quitnet.com.
(tobacco cessation)
- **Prevention Management Organization of Wyoming**, 307-472-5991 or <http://pmowyo.org>. (support prevention efforts around alcohol, tobacco, other drugs, suicide and chronic disease)
- **Casper-Natrona County Department of Health**, 307-235-9340 or <http://www.casperhealth.com/>. (immunization clinics, nursing services)
- **Mountain Pacific Quality Health**, 307-472-0507 or <http://mpqhf.com/QIO/wyoming/>. (partner with providers, health advocates and patients to share knowledge, tools and best practices to support improvement in patient care)
- **Wyoming Medical Center**, 307-577-2409 or <http://www.wyomingmedicalcenter.org/> (employee wellness, on-site health presentations, etc.)





Questions?

Fit Break....*If we have time!*

