

Employee Wellness Programming

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What **Makes** Us Healthy



What We **Spend** On Being Healthy



Workplace Wellness Program Description

- Comprehensive approach – policies and interventions to address employee behavior change, organizational culture and worksite environment
 - Health-related programs
 - Health-related policies
 - Health benefits
 - Environmental supports
- First Step – ASSESSMENT!
- Can benefit from community linkages with community organizations that offer health programs and services – support healthy lifestyles with program worksite might not be able to provide

Wellness as Economic Development

- Healthier populations contribute to a stronger local economy, and a stronger local economy contributes to a healthier population. *(Zandi, 2017).*
- Healthy and economically vibrant communities are often one and the same. Policymakers play vital roles in creating environments that support and sustain good health. *(International City/County Management Association, September 15, 2014).*

Improving Health Through the Power of the Community

“Promoting Prevention Through the Affordable Care Act: Workplace Wellness”

- “The health of the individual is inseparable from the health of the community, and the health of the community is inseparable from the health of the nation.”
- “Community engagement to promote health is good business. Community interventions can support worksite programs and make it easier for employees and their families to make healthy choices.”
- Innovative partnerships between public health and community-based organizations and businesses at the community level are changing workplace wellness, growing number of community-based workplace wellness programs.

Employer can support community programs:

- Encourage participation in community programs
- Look for community programs that fit your mission/goals
- Engaging in community awareness and education
- Supporting community policies - smoke-free and other policies, such as walking/biking paths

Who Is Going to Do This?

- Committee or Individual
 - Combination
- Doesn't cost a lot of money to change your culture
- Investment from upper management
 - So helpful for management to be seen engaging in programming
 - Policy and practice
 - Get input from all levels

What Makes Programs Successful

- Comprehensive
- Tailored to the population
- Creatively marketed
- Champion/cheerleader employees
- Embraced by top management
 - Valued by top management
 - Participation at some level
 - Set an example/role model
 - Budget

How Can an Employee Influence Wellness in the Workplace?

- Lead by example
- Invite others to play
- Ask for healthier food
- Start a Wellness Committee

Illinois Workplace 1 Year Study

- Zero benefits (differ from previous studies – people who usually participate are healthier, this study is randomized)
 - No impact on job satisfaction/productivity
 - Did not go to gym or participate in local races more
 - Did not have better health outcome or lower healthcare costs
- 2 Exceptions
 - Employees who participated likelier to be screened for health issues
 - Employees thought employer put a high priority on health

Illinois Workplace 1 Year Study

- Other findings:
 - \$100 reward as good as \$200
 - No incentive - <50% complete assessment and screening
 - \$100 reward – 59%
 - \$200 reward – 63%
 - Smokers least likely to participate
 - Broad stroke program may not be effective in targeting employees at highest risk

Low Investment Strategies

- Culture
 - Making healthy habits part of your workplace norm
- Accessibility
 - Helping folks have access to affordable
 - Exercise
 - Food
 - & help with chronic diseases
- Recognizing the ROT...



ROT = Return on Time

- 3-4 min. each hour of stretching OR
- Taking a 10 minute walk 2 times per day *versus*
 - yawning, trying to wake up, feeling lousy, moving slowly, bringing co-workers down, having a smoke break, actually falling asleep, being in a fog, having an accident
 - Disease connections to prolonged sitting: obesity, metabolic syndrome, increased blood pressure, high blood sugar, abnormal cholesterol levels (Mayo Clinic, 2017)



ROT = Return on Time

- Recent analysis of experiments with sit-stand work stations (Karakolis & Callaghan, 2014).
 - No loss in productivity
 - Some studies found increase in productivity
- More than 20 years of research supporting the health benefits of taking breaks.
 - “A break once an hour is good, but “the optimal would be every 20 to 30 minutes. Get up, move around and stretch.” (Stupi, 2014).

Maximize Your Benefits

- Identify available resources from your insurance company
- Partner to develop a strategy
- Review benefits
- Promote services available
- Self-care education
- Continually evaluate

A Focus on Chronic Disease

- Employers who fail to offer disease or “chronic condition” management as part of their comprehensive wellness program are missing the biggest opportunity to help employees who need it the most.
- What are chronic diseases?
 - Diabetes
 - COPD
 - Heart disease
 - Hypertension (high blood pressure)
 - Depression
 - Metabolic syndrome
 - Precursor to many diseases
 - Non-alcoholic fatty liver disease

Can Wellness Affect Chronic Disease?

- All are either created or exacerbated by lifestyle
- A lot of time is spent at work...
- % of daily calories consumed at work?
- % of empty calories (as in beverages) consumed at work?

“Women who snack at work consume a staggering 100,000 extra calories each year, a survey has claimed. The average total consumed in crisps, cakes, sweets, chocolate and milky or sugary drinks is equivalent to an additional 50 days' food intake, as an adult woman's ideal consumption is 2,000 calories per day.” This is a British newspaper so the crisps rather than chips...

It is from The Daily Mail Retrieved from:

<http://www.dailymail.co.uk/health/article-4945180/Women-consume-100-000-extra-calories-chocolate-work.html>

Cost of Chronic Disease

- “Enrolling the chronically ill in disease-management programs that ensure they get appropriate care has the most potential to reduce insurance premiums. For example, a program that preempts 25 unnecessary emergency department visits can easily save \$50,000, while preventing four inpatient stays can save at least \$100,000. Savings like these are not unrealistic for a 2,000-employee company.”

– Harvard Business Review

<https://wisertogether.com/disease-management-employee-wellness-overlap/>

Program Help for Non-Medical Folks?

- CDSMP – program out of Stanford that successfully teaches better management
 - Can be offered in the workplace (Smith et. al, 2014)
- Coaches
 - Many insurance programs offer free coaching to members with chronic disease
- Culture
 - Can employees make healthy choices in your workplace?



Utilizing Smartphones for Chronic Disease Management

- Corporate Wellness: [Swingley, P. \(2014\)](#)
 - Apps!
 - medication reminders,
 - monitor blood glucose levels,
 - record weight,
 - report health events,
 - receive disease-specific wellness tips,
 - participate in exercise challenges

Benefits of Exercise @ Work

- Improves concentration
- More productive
- Mood elevator – relieves anxiety, depression, increase energy, increase sense of well-being
- Improves morale
- Decrease turnover
- Decrease sick days
- Reduce healthcare costs

Benefits continued...

- 6 out of 10 workers said time management skills, mental performance and ability to meet deadlines improved, went home feeling more satisfied with their days, on days when they exercised.
- 15% improvement in performance
- Deal better with demands of the job, more tolerant, less anger
- Less likely to suffer “post lunch dip” – to get energy you have to expend some
- Healthier employees have stronger job performance, boost in business’ bottom line, decrease healthcare costs, improve productivity

Effects of Sitting and Stress

- Increase weight
- Increase strain on back, wrists, eyes and neck
- Loss of muscle tone
- Headaches
- Listlessness
- Less productive

29% of workers feel quite stressed which can lead to depression, lack of energy and other health issues

1 in 4 do not take a break – increase risk of chronic musculoskeletal disorders, depression, stress-related illness

It can be how much you are in one position – good to get up and down 34 times a day

Ways to Promote Physical Activity at Work

- Support from leadership
- Conduct a workplace walkability assessment
- Offer secure bicycle storage and showers
- Implement flexible scheduling
- Make stairwells more appealing with paint, artwork and motivational signs
- Negotiate a corporate discount with local gyms
- Encourage fitness breaks/onsite classes
- Provide pedometers
- Promote/sponsor employees participating in local events/sports teams
- Organize lunch walking, running, biking, yoga
- Encourage walking meetings
- Make standing, pacing acceptable at meetings
- Give time off to exercise
- Encourage workers to be active at workstations

More Recommendations

- Any amount helps
- Cumulative effect
- Don't sit when you can stand, don't stand when you can walk
- 10,000 steps a day
- Reminder on your calendar
- Sticky notes
- Email yourself
- Apps
- Fidget
- Watch posture
- Deep breathing
- Laugh often

<https://www.youtube.com/watch?v=aQspIJnQLRE>

Equipment @ Work

- Standing desk
- Pedal under desk
- Treadmill/bike desk
- Dynabands
- Exercise ball as chair
- Ream of paper
- Water bottle
- Swivel chair



Incentives and Interventions

- Financial incentives work 73% of the time – cash, gift cards, health plan discounts
- Incentives to reinforce behavior – discounts on healthy food, gym membership
- Interventions:
 - Screenings
 - Health Risk Assessment
 - Preventive Health Programs (smoking cessation, nutrition, weight management, physical activity)
 - Behavior Change Programs

Barriers to Employee Participation

- Underestimate the value of program incentives
- Lack of desire to spend the time on wellness
- 70% want to do something but most don't want to take the time
 - 63% unwilling to devote more than 1 hour a day
 - Employers should consider giving time to get healthy at work

Incorporate Activity Trackers

- Studies vary – does not lead to behavior change
- 62% of employees interested in using activity tracker
- 25% own a tracker
- 1/3 to 1/2 abandon in first month
- Create more exciting wellness program experience
- Makes programs easier to track
- Offer trackers as incentive to participate
- Create challenges for employees to compete against each other
- Compete against other companies, departments
- Community challenges

Check Out Free Resources

- Google is your friend
- Brochure from HHSC Health Work Group
 - Links to many on-line resources like AHA
 - Local listings of resources
 - Links to guidance for getting started with wellness
- Please note that the Tobacco Prevention Coordinator is gone

Resources

- Wellness Council of America
- CDC Workplace Wellness Scorecard
 - <https://www.cdc.gov/workplacehealthpromotion/initiatives/healthscorecard/index.html>
- American Heart Association – Getting Healthy & Fit-Friendly Worksites
 - Americanheart.org
- American Cancer Society
 - Acsworkplacesolutions.com

Resources

- AICR – New American Plate Challenge
- Let's Move
- Presidential Active Lifestyle Award (PALA+)
- Choose My Plate

Healthy Berkeley Programs

- Walk 100 Miles in 100 Days
- Maintain Don't Gain
- Farmers Market – Fridays, May 4 – Sep 28
- Garden of Promise Community Garden
- Truffle Shuffle 5k and Fun Run
- Yoga – Tuesdays @ 5:30pm
- Frosty Family Fun Day

Services Available from The Wellness Center @ Berkeley Medical Center

- Rotary Community Screening
- Worksite Screenings
- Health Talks
- Chair Massage
- Employee Wellness Program Development & Consultation
- The Wellness Center Corporate Membership Rates
- The Wellness Center Membership Tracking
- Technogym App/Challenges – Move for a Better World
- Chronic Disease and Diabetes Self-Management
- Run Clinics/Training Programs
- “Weigh To Go: Eat Right Now”
- A Healthy Weigh of Life
- RMR Testing
- Personal Training
- Nutrition Counseling/Diet Master Meal Planning App
- Apple Trample 5k



A Word About

Weight Management Programs/Challenges

Food Rewards ...

- Would you do the following to anyone?
 - Slap extra pounds on them; give diabetes to them; add pain to their joints; put holes in their teeth; burden them with an autoimmune disorder; or make them more prone to heart attack or stroke?
- Why would you reward or gift someone like that?
- Why would you do that to your colleagues?
 - Food Dumping

