2012 Health Benefit Committee Strategic Wellness Goals

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Health Benefit Committee Workgroup

EXECUTIVE ORDER NUMBER 2006-7

- An Order Relative to State Employee Wellness

The Health Benefits Advisory Committee and its workgroups shall identify community partnerships, state agency resources, and health coverage vendor resources that can:

- Create or improve wellness programs for state employees, retirees and their families;
- Provide consensus on measurements to gauge the effectiveness of wellness initiatives;
- Identify models and opportunities for on-site wellness programs; and
- Provide feedback for state agency health and wellness programs
2012 Strategic Goals

Develop an employee health education program to be offered annually

- Health Improvement Program
- Health Risk Assessment
- Medical Consumerism
- Benefits Knowledge
- Medical Self-Care
- Worksite Wellness Programs
2012 Strategic Goals

Develop improvements to create supportive, health-promoting environments relating to diabetes management

- Diabetes Education
- Diabetes Management (Medication & Physical)
- Worksite Changes that Help Employees Manage Diabetes
2012 Strategic Goals

Develop improvements to create supportive, health-promoting environments relating to tobacco cessation

- Awareness of tobacco cessation services
- Utilization of tobacco cessation services
- Reduce secondhand smoke at the worksite
2012 Strategic Goals

Develop improvements to create supportive, health-promoting environments relating to achievement and maintenance of healthy body weights

- Proven healthy eating and active living focus areas

<table>
<thead>
<tr>
<th>CDC Evidence-Based Focus Areas:</th>
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<tbody>
<tr>
<td>Apple Increases fruit &amp; vegetable consumption</td>
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<tr>
<td>Green Decrease sweetened beverage consumption</td>
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<tr>
<td>Green Decrease food portion size (portion control)</td>
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<tr>
<td>Green Increase physical activity</td>
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<tr>
<td>Cross Decrease TV and other “screen” time</td>
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<tr>
<td>Green Increase Breastfeeding</td>
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- Counseling and Education
- Worksite Food Services (Cafeteria, Vending Machines)
- Worksite Initiatives (Challenges, Competitions, Activity Groups, etc.)
2012 Strategic Goals

- Develop improvements to create supportive, health-promoting environments relating to stress management
  - Proven strategies for stress management
  - Access and participation in worksite stress management programs
2012 Strategic Goals

- Develop an evaluation plan covering the eight basic variables in measuring wellness program outcomes

- Participation
- Satisfaction
- Knowledge and Attitudes
- Health Care Utilization
- Health Behaviors
- Cultural Support and Leadership Engagement
- Productivity
- Cost Effectiveness and Savings
2012 Strategic Goals

Next Steps

• Communicate Strategic Goals through the 2012 Wellness Program Plan that serves as the key piece of communication of what the wellness program will accomplish in 2012

• Provide organizational and individual alignment and action in developing activities and program outcomes

• Work with and recognize agencies that contribute to strategic goals and outcomes
Agency Wellness Recognition Program

- Voluntary program

- Based on the criteria from National and Regional health and wellness resources

- Replaces the Wellness Coordinator of the Quarter Award
A recognized Agency is striving to...

- Be a leader in employee and worksite wellness
- Strengthen its bottom line over time by decreasing sick leave, reducing health care claims, and increase employee productivity
- Improve overall employee morale and create an overall healthy worksite
- Role model wellness to employees
Recognition - Pending the results of your application, your agency will receive Bronze, Silver or Gold level recognition lasting three years. If an agency is recognized in either the Bronze or Silver category, they can apply any time within three years if they believe they have improved their wellness efforts enough to achieve the next level.
Agency Wellness Recognition Program

Gold

- Recognition Award Presented at an onsite appreciation ceremony
- Internal Memo Announcement to all agency leaders
- Certificate of Recognition at a Wellness Coordinator Training Session
- Recognition on the Employee Wellness Program website and newsletter
Agency Wellness Recognition Program

Silver & Bronze

- Certificate of Recognition at a Wellness Coordinator Training Session
- Listing on the Employee Wellness Program website and newsletter
Agency Wellness Recognition Program

Objectives of the Recognition Program

• Measure the extent to which the State is creating a supportive, health-promoting environment

• Recognize agencies that implement proven employee wellness programming and communication

• Develop communications promoting the overall concept of wellness from state leadership
Agency Wellness Recognition Program

Objectives of the Recognition Program

• Provide assistance to state agencies to help them better understand the art and science of proven wellness strategies among chronic disease focus areas

• Concentrate on increasing worksite participation in wellness programming

• Develop and promote comprehensive wellness promotion role modeling practices within each State Agency, Office, and Division
Next Steps

- Agencies can begin working on criteria
  http://admin.state.nh.us/wellness/Wellness_Coordinators.html

- Technical Assistance provided by Mike Loomis and Lisa Marzoli

- Have Fun!