

IS YOUR ORGANIZATION READY FOR WELLNESS?

Healthy Lifestyle Changes.....
An Interdisciplinary Approach

Beth Hawk

Safety & Wellness Coordinator

Marion County Risk Mgt.

bhawk@co.marion.or.us

Why are you Here?

- Your backgrounds?
- Why this compelling interest in Wellness?
- What is YOUR personal philosophy of wellness and health?
 - Activity level? Nutritional habits? Home & Work environment?

What is Your Environment like at Work?



What is your Employee Culture?



Are your employees involved & interested?



Are they involved in Prevention?



Step Challenge Winners... co-workers influence co-workers



5,2,1,0 Winners....



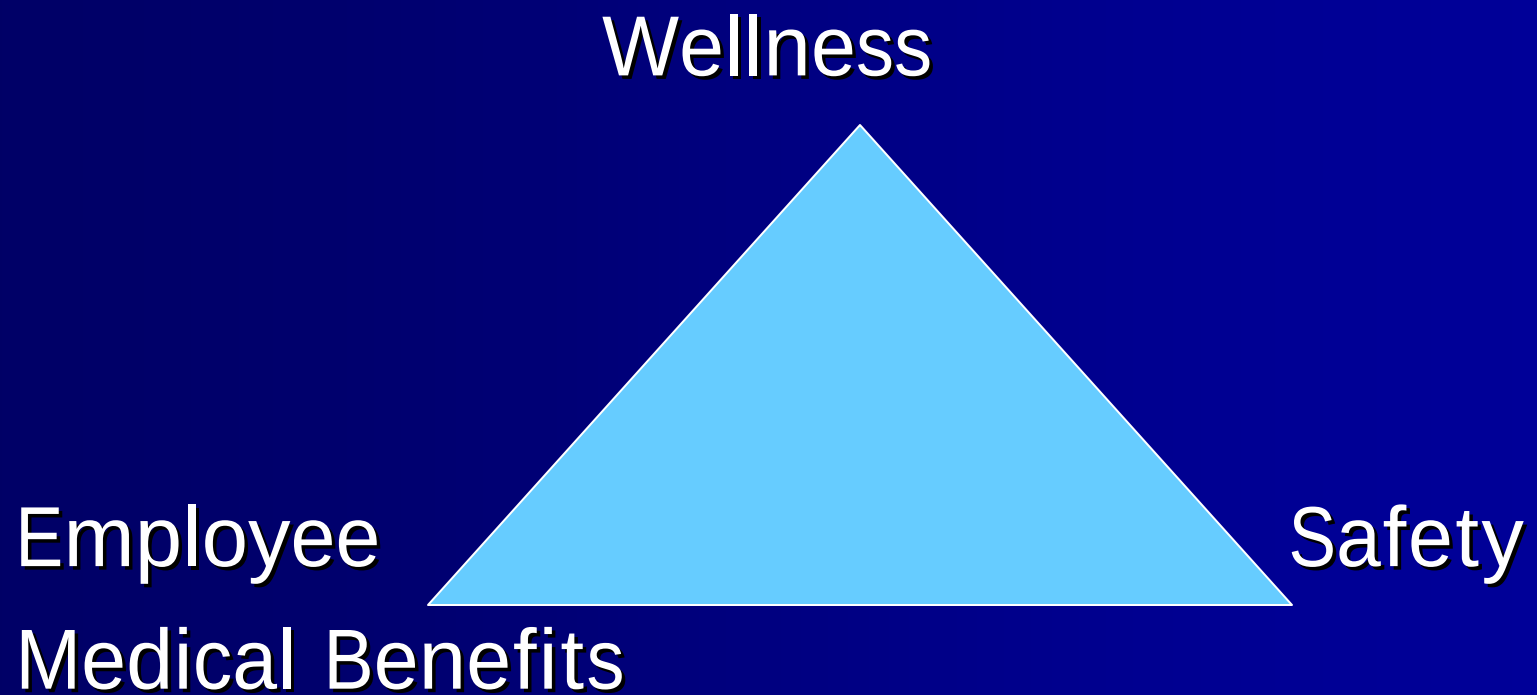
Wellness @ work influences the home



Do they show up?



Integration....



Where do we start?

- Philosophy of wellness? Mission?
- Support: is it present at all levels?
- Organizational culture and your employees health risk behaviors?
- Budget: how will you fund it? FTE ?
- How will you market, implement & evaluate it?
- Who are your partners?
- Other?

Mission Statement

“Provide an environment where by Marion County employees can develop healthy lifestyles & will gain skills, knowledge, support, & resources to make lifelong positive changes”

~ ~ Written Fall - 2008

MC Wellness Advisory Council

Wellness Advisory Council

- Department appointed and approved by their supervisor
- Representative from each Department Division
- Wellness disciples
- Meet monthly (11 months a yr)
- Motivated and passionate

Important to BRAND...



Change is here...

Get Involved!

Same look each time....different text



Change is here...
Get Involved!

FLU Clinics

Join your fellow employees and get a flu shot

- Marion County Employees only! Families and dependents should access the vaccinations through community resources and/or family PCP
- Flu mist will be available, but must notify Risk Mgt: Beth Hawk prior to clinic that you plan to attend.
- Can participate in flu clinic on work time, just check in with your supervisor prior to attending.
- This is the seasonal flu vaccine.

Date	MC Locations	Time
Sept. 20	Public Works - Break Room	6:00a - 10:00a
Sept. 23	Juvenile - Fresh Start Community Room	7:45a - 11:00a
Sept. 27	13th St - Wellness Center (REC)	8:00a - 9:30a
Oct. 4	DA/SO - MC Courthouse Basement (SO conf)	8:00a - 10:00a
Oct. 6	HE/Lancaster - Training Room A	8:00a - 10:00a
Oct. 18	Commercial Bldg. - BOC Hearing room	7:30a - 9:30a
Oct. 18	MAPS - Klamath Falls Conference Room	10:30a - 12:00p
Oct. 25	MCCF - Mill Creek Rm.	5:00p - 7:00p
Oct. 26	MCCF - Mill Creek Rm.	5:00a - 8:30a

KP CLINIC LOCATIONS		
Oct. 10 to 21	North Lancaster Medical Clinic Conference Room A	8:00a - 4:30p
Oct. 8, 15, & 22	Skyline Medical Center Conference Room 1	9:00a - 1:00p



Marion County Risk Management | Wellness Program



Be Strong, Live Long
The time is right



Since January 2009, Marion County employees involved in the At-Work WW program have lost over 3300 lbs. Join your fellow employees in making remarkable lifestyle changes through weight loss.

MAPS: 451 Division NE (Crater Lake Rm. - 1st Floor)
August 23rd @ 12-1pm - Open House (new participants welcome)
September 6th @ 12-1pm - Week #1 - Start of new series

Health/Juvenile - Combined w/ Oregon State Hospital Staff (Admin Bldg./OSH, Kirkbride Conf. Room)
August 4th @ 12-1pm - Week #1 - Start of new series

Can join at any time and the fee will be pro-rated.



Marion County Risk Management | Wellness Program

13-week program
(15) participants
preregistered: \$156
(15 weeks of FREE e-tools)

17-week program
(20) participants
preregistered: \$186
(19 weeks of FREE e-tools)

Members receive:
Weekly support through group learning & discussion sessions, weekly educational materials, confidential weigh in, and the ease of attendance right at your work site.

Other messages...

- Healthy Changes... happening everywhere!
- Stand up for Wellness:
3 E's: Educate, Engage, Empower
- Be Strong, Live Long.. the time is right!

Assessment tools used.....

- Total Health Assessments
- Biometric Testing (metabolic #'s)
- Health benefit utilization data
- Worker's comp and injury data
- Employee interest surveys
- Employee testimonies

E/E testimonies....

"I had never participated in yoga classes prior to working for MC and I have found them to be very beneficial for my back and upper body. I've actually reduced the number of times I've visited a chiropractor over the years thanks to this program."

"I have lost 80+ pounds over the past 5 years or so by cutting out refined sugar and beginning to be more active.. I dragon boat and walk. By doing Zumba and Pilates through Marion Co. classes, it has encouraged me to increase my activity and my confidence in doing things I never thought I could do. Beth Hawk is awesome and inspiring... I love many of the trainers that come in as well... thanks for providing this as a benefit for us... it is very much appreciated. Thanks!"

Role Modeling ?

- Building trust
- Being in the trenches
- Good accountability & communication
- Walk the Talk



The 3 E's:

- Educate
- Empower
- Engage



Executive Management Participates



Safety & Wellness?

- Ergonomics (in office/out in the field)
- Safety:
 - ~ OSHA training requirements
 - ~ Safety Committees
 - ~ Data analysis - sharing



Ergonomics

- Science of the interaction between the worker, the work and the workplace.
- Ergonomic prescription: employee education & work site modifications
- Educating purchasers & vendors

Educate

- Educate employee:
 - neutral spine positioning
 - workstation layout
 - furniture and fixtures
 - healthy lifestyle (at work & at home)

Empower

Trust, honesty, & being open to
listen



Good follow through

- Sharing findings
- Keeping up on data analysis and reporting to stake holders
- Accountable at both ends: employees and supervisors

Engage



Community Partnering

- CHEC: Community Health Education Center / Salem Hospital
- Medical Benefits/Providers
- CHIP (Community Health Improvement Partnership)
- Fitness Clubs / YMCA's
- Networking with other organizations: SAIF, City of Salem, ODOT, Cherriott's, ODOT

Wellness Program Report

- Annual initiatives (since 2008)
- Presentations to Department Heads, Elected Officials, and MC Ext team
- Sharing outcomes, data and progress to all employees & wellness council
- Conducting employee surveys
- Providing testimonies

Let your employee's tell the story

“ Unfortunately high blood pressure runs in my family. A couple of years ago my blood pressure was taken at one of the work site wellness challenges and discovered that it was pretty high. They recommended I see my physician, which turned out that I needed to be put on medication. Blood pressure is under control now. Thanks Wellness Program!”

..... More stories

“I was diagnosed with diabetes a little over ten years ago. After I decided to make my lifestyle change and with my weight loss, I have beaten the disease, according to my doctor. I have been off of my medication for almost a year now & I never want to take it again. I feel better and I want to keep up with my diet maintenance. Thank you for listening to my story!”

Is work site wellness worth it?

“ The MC Wellness Program keeps me aware of moving in a direction of taking better care of myself. It is not a quick process to change your lifestyle habits. Seeing fitness classes available & WW at Work, ergonomic checks at our desks, etc guides a person to make better health choices. The Wellness Program at MC also cares about you as a person in addition to hopefully lowering health care costs for the county. The attitude that is portrayed thru the wellness coordinator transcends to those around her.”

In Conclusion.....

