

## Local Public Health Agencies and Worksite Wellness ~ a Natural Fit

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## Outline

1. Potential barriers and challenges
2. Definitions: health, worksite wellness
3. Making the connection for employees
4. LPHA's - Practice what we preach
5. The Hook – Benefits for both employer and employees
6. Why the workplace?
7. Start simple:
  - Basic Framework
  - Menu of Topics
  - Set Attainable Goals

## Potential Barriers and Challenges

### Funding

- What are essential budget considerations?
- Love the concept but have concerns about how to pay for the program.
- Time, Money, staff to carry out, employee buy-in/participation.
- How to implement a wellness program on a low budget.

### Motivation

- How to motivate staff to participate in classes over lunch.
- What is the best way to "sell" the idea of creating a county wide structure that support WW - has anyone done that?
- We are beginning this work and interested in learning more about how to get employees invested as leaders of the initiative.

### Inclusive

- How to create worksite wellness initiatives that work for a diverse workplace?
- Making access fair and equal, yet with individual considerations and motivators

## Potential Barriers and Challenges

### Scheduling

- How to fit it into the day, or after work?
- Do agencies specify times that work best to fit in wellness activities in?
- How to create a culture/policies where employees are encouraged to walk on breaks/lunch, but realize it is not paid time?

### Resources & Ideas

- Just need the tools to do this for a small organization.
- Some county officials have restricted treadmill desks, etc. due to legal recommendations from CTSI. Suggestions for getting around these?
- What are some 'built environment' tactics to make wellness the first/easy choice?

### General

- What are the potential liability issues (i.e. workman's comp)?
- Are you currently measuring HEAL activities in the worksites? If so, how?
- How do we make a sustainable wellness program.

## Health Defined

"Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity."

World Health Organization



## Worksite Wellness Defined

An organized initiative intended to assist employees in making **voluntary behavior changes** which will...

- reduce their health and injury risks
- increase productivity and job satisfaction
- enhance overall physical and mental well-being
- improve their healthcare consumer skills

## The Impact of Lifestyle

If the major lifestyle risk factors were eliminated, **80%** of heart disease, stroke, and diabetes and **40%** of cancer cases could be **prevented**.

The Power of Prevention, CDC, 2009

**Annals of Internal Medicine January 2015 Report**

- Sitting all day is killing us
- Sitting all day is being referred to as the "new smoking"

## Making the Connection for Employees

**Lifestyle**

- Chronic Stress
- Inactivity
- Poor Diet
- Tobacco use

➔

**Chronic Disease:**

- Diabetes
- Heart Disease
- Cancer
- Depression

➔

↑ **Employer costs**  
↓ **Employee wellbeing**



➔



➔



## Practice What We Preach

Public Health is all about prevention, promotion, protection

- We need to walk the walk, not just talk the talk!



***Ductus Exemplo!***  
"Lead by Example."

## The "Hook" - Why should I do this?

- **Employees and employers benefit**
  - Healthier employees
  - Increased productivity
  - Control healthcare costs
  - Decreased worker compensation claims
  - Higher employee morale and greater job satisfaction
  - Fewer injuries
  - Increased ability to recruit and retain top talent
- **Legal obligation**



The "Hook", put succinctly, is "make the LPHA staff healthier, happier, more productive, improve recruitment/retention, and improve the LPHA's financial bottom line!"

## A Perfect Opportunity

**Why the workplace?**

- Most employed adults spend more than half their waking hours at work

**What does worksite wellness look like?**

- An environment where healthy choices are the default
- A culture that supports an individual's efforts to practice a healthy lifestyle



## Worksite Wellness Framework

- Have management buy-in
- Get employee buy-in
- Team up!
- Make a simple plan
- Implement
- Assess and adapt

## Menu of Topics

### Choose up to three areas of focus for the year

- Physical activity/exercise
- Mental health/stress management
- Diet/food
- Financial/budgeting/retirement planning
- Disease screenings
- Chronic disease self-management
- Flexible work schedule/pilot
- Safety/ergonomics
- Work or home emergency preparedness
- Substance abuse
- Professional educational opportunities



## SMART, Simple, Sustainable

### Choose an area of focus and set a goal:

- **Specific:** We will offer healthy snack alternatives at meetings
- **Measurable:** We will offer at least one fruit and/or vegetable at a minimum of four employee meetings
- **Achievable:** Start small!
- **Relevant:** Based on employee surveys and available resources
- **Time Oriented:** We will achieve within 6 months

### Draft a supportive statement/announcement:

"As a public health department, we understand the relationship between nutrition and health. In an effort to support our employees and our guests, the following guidelines have been drafted by our Registered Dietitians. When hosting a meeting, please make every effort to follow the recommendations."  
*Thank you, Executive Director*

## Resources - Free

### Tap into internal resources:

- Professional Expertise
- Employee Benefits Package
- Existing Policies and Environmental Supports

### Identify community programs:

- Diabetes Prevention Program:  
<http://www.cdc.gov/diabetes/prevention/index.html>
- Weigh and Win <http://www.weighandwin.com/>

## Web-Based Tools - Free

### National Organizations (Toolkits):

- American Heart: Fit-Friendly Worksite Program  
[https://www.heart.org/HEARTORG/HealthyLiving/WorkplaceWellness/Fit-FriendlyWorksites/Fit-Friendly-Worksites\\_UCM\\_460748\\_SubHomePage.jsp](https://www.heart.org/HEARTORG/HealthyLiving/WorkplaceWellness/Fit-FriendlyWorksites/Fit-Friendly-Worksites_UCM_460748_SubHomePage.jsp)
- American Cancer: Workplace Solutions: <http://www.acsworkplacesolutions.com/>
- Wellness Councils of America: <https://www.welcoa.org/>

## Local Employer Groups

### Seek advice and support:

- Eagle County - Katie Haas
- Delta, Montrose, Hinsdale, Gunnison, San Miguel and Ouray - Karen O'Brien, Bonnie Koehler
- Garfield County - Carrie Godes
- Northeast Colorado - Michelle Pemberton, Trish McClain (Schools and Worksite Wellness)
- Adams, Arapahoe and Douglas Counties- Michele Haugh, Jennifer Tellis
- Southeast Colorado – Rick Ritter

## Certification and Recognition



<https://www.healthlinkscertified.org/>

[https://www.heart.org/HEARTORG/HealthyLiving/WorkplaceWellness/Fit-FriendlyWorksites/Fit-Friendly-Worksites\\_UCM\\_460748\\_SubHomePage.jsp](https://www.heart.org/HEARTORG/HealthyLiving/WorkplaceWellness/Fit-FriendlyWorksites/Fit-Friendly-Worksites_UCM_460748_SubHomePage.jsp)

## Don't overthink it!

- Start small, think sustainable
- Realize there are many resources to assist
- Build on successes (share results and success stories)
- Avoid one size fits all by considering:
  - physical ability, health status, income level, culture, ethnicity, job duties, family status and interests, etc.

***Don't stop, stay positive, and keep the momentum going!***

## Let's get legal!

- **Core Public Health Services Rule- 6 CCR 1014-7**  
 "Prevention and Population Health Promotion: All agencies are required to develop, implement, and evaluate strategies (policies and programs) to enhance and promote healthy living, quality of life and wellbeing while reducing the incidence of preventable (chronic and communicable) diseases, injuries... Promote physical (including oral) health, mental and behavioral health..."
  - Let's do this internally as well as externally!
- **Colorado Revised Statutes 25-1-505 (2)(c):**  
 County and District Public Health Plans: "Identify goals and strategies for improving the health of the local community"
  - Remember, our LPHA staff are a part of the local community!
  - The example we set in the community may very well lead to other businesses adopting a worksite wellness program.

## Don't give up!



## We can do this together!

We can achieve culture change in a positive, meaningful way  
 This will take time, effort, and CHAMPIONS  
 Our champions must include LPHA's



***Ductus exemplo!***

## Thank you and be well!



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