

wellness@WORK



Building a Culture of Health at the Workplace

2011 Grantee and Contractor's Annual Meeting

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What is Worksite Wellness?

Health

A state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

Wellness

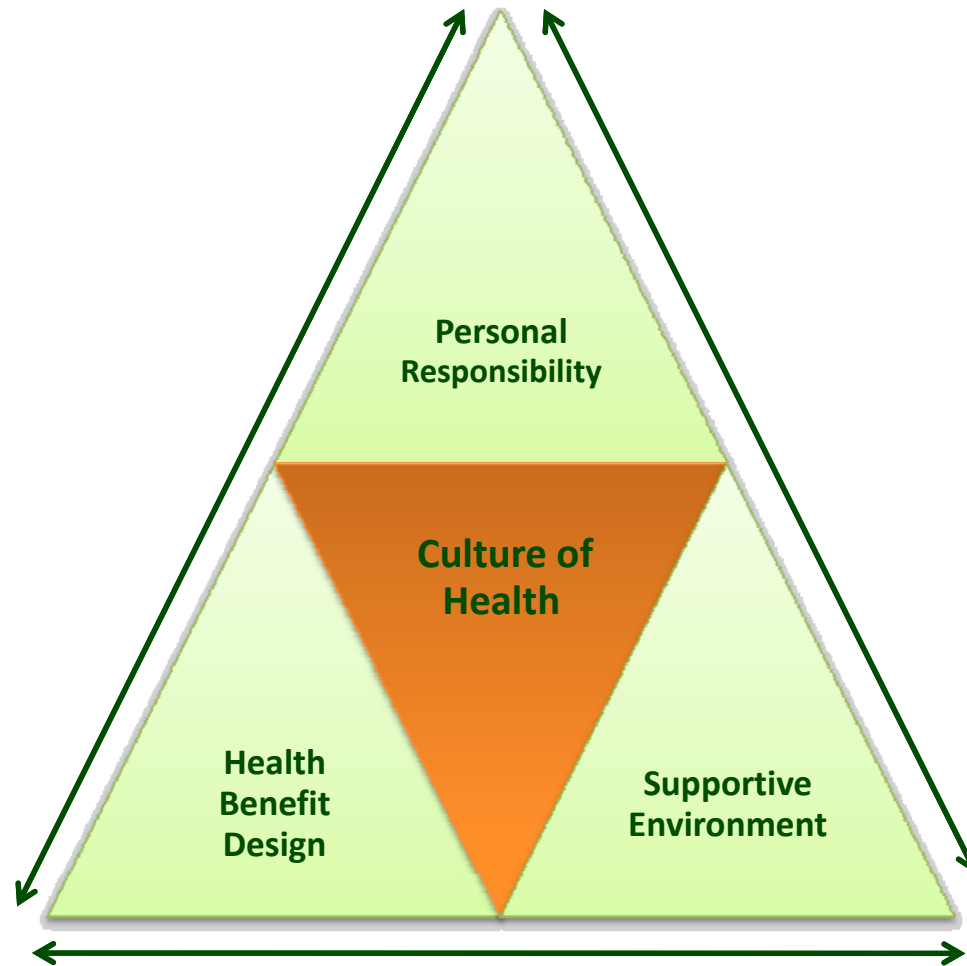
A lifelong journey and an active process of making choices and commitments to be healthy and well.

Worksite Wellness

An organized, employer-sponsored initiative designed to support employees (and their families) to adopt behaviors that reduce health risks, improves quality of life and maximizes personal effectiveness and benefits the organization's bottom line.

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A comprehensive, integrated worksite wellness program



Source: NGA Center of Best Practices

PILLARS OF EFFECTIVE WORKPLACE WELLNESS PROGRAMS

1. Multilevel Leadership
2. Alignment
3. Scope, Relevance, and Quality
4. Accessibility
5. Partnership
6. Communications



Wellness@Work: An Economic Imperative

A comprehensive, strategically designed investment in employees' health pays off.



Return on Investment

For every \$1 spent on wellness programs, an average of \$5 (range of \$2-19) is saved.

Source: Chapman LS. The Art of Health Promotion: Meta-evaluation of worksite health promotion economic return studies: 2005 update. Am J Health Promotion, 19 (6), July/Aug 2005

IS BEHAVIOR CHANGE ENOUGH?

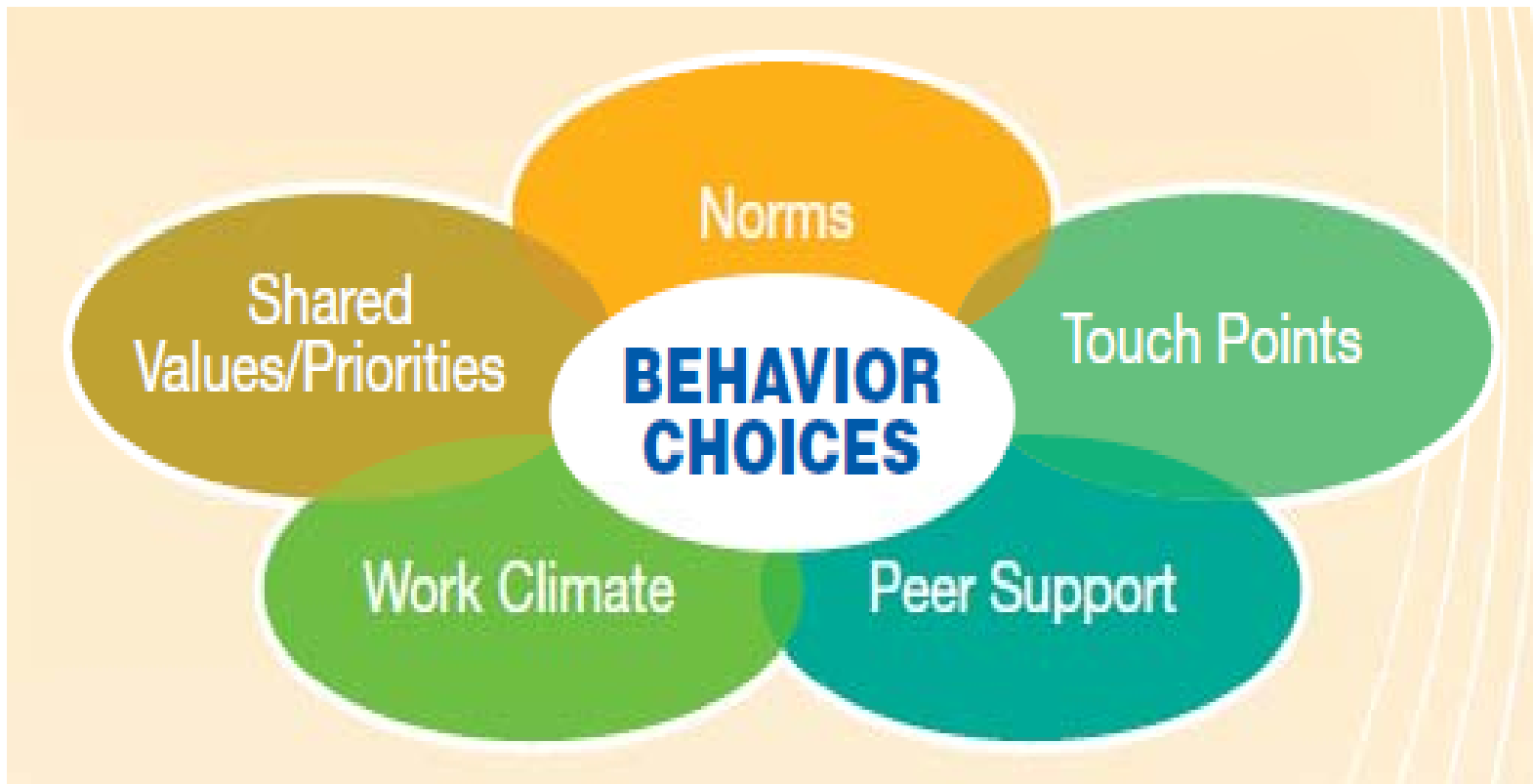
“It is unreasonable to expect that people will change their behavior easily when so many forces in the social, cultural, and physical environment conspire against such change.”

– Institute of Medicine

Adapted from M. Marmot/Institute of Medicine Report



CREATING A CULTURE OF HEALTH



SYSTEMATIC CULTURE CHANGE

- Preparation
 - Analyze, set goals and objectives, engage and develop leadership
- Involvement
 - Introduce the healthy wellness culture vision throughout all levels of the organization
- Integration
 - Align cultural touch points through new programs and policies
- Sustainability
 - Evaluate progress, celebrate success, renew and extend programs and policies strategies.

REASONS FOR COLLABORATION BETWEEN PUBLIC HEALTH AND EMPLOYERS

Public Health

- 139 million full and part time workers
- Access to/involvement of populations that might not otherwise be exposed to health initiatives
- Employees spend more than 1/3 of their day at the workplace
- Employers have visibility and prestige in the community

Employers

- Employers pay more than a 1/3 of the \$2+ trillion spent on healthcare
- Long-term business success is dependent on more than the health of your current workforce
- The environment is not confined to the worksite
- Strong public-private sector partnerships that begin with health can evolve to address other concerns of interest to business
- Access to expertise, resources, community capacity

Webber A, Mercure S. Improving population health: the business community imperative. *Prev Chronic Dis* 2010;7(6).
[/www.cdc.gov/pcd/issues/2010/nov/10_0086.htm](http://www.cdc.gov/pcd/issues/2010/nov/10_0086.htm). Accessed 10/19/10.

Linnan, LA. The Business Case for Employee Health: What We Know and What We Need to Know. *NC Med J*; 2010: 71(1), p 69-74.
for Employee

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www.healthoregon.org/wellnessatwork

Oregon's Commitment to
wellness@WORK

A statewide initiative to create healthier worksites guided by leaders from **business, public health, health care, and education**

Contributes to **Oregon's Triple Aim** to:

- Improve lifelong health of all Oregonians
- Lower or contain cost of care
- Increase the quality, reliability and availability of care

Join Wellness@Work Movement!

- **Center for Disease Control**
 - *Community Guide*: <http://www.thecommunityguide.org/obesity/workprograms.html>
 - *Preventing Chronic Disease*: www.cdc.gov/pcd/issues/2009/apr/08_0195.htm
 - *Healthier Worksite Initiative*: <http://www.cdc.gov/nccdphp/dnpa/hwi/>
- **U.S. Chamber of Commerce's Health Workforce Program:** <http://www.uschamber.com/assets/labor/2010hwforce.pdf>
- **Small Business Wellness Initiative:** <http://www.sbwi.org/employers.asp>
- **National Business Group on Health:** www.businessgrouphealth.org/
- **Wellness Councils of America (Welcoa):** <http://www.welcoa.org/>
- **American Heart Association:** http://startwalkingnow.org/start_workplace.jsp
- **Employment Law Information Network:** www.elinfonet.com

What is a Culture of Health?

“The way we do things around here”



*“In a culture of health,
employee well-being and
organizational success are
inextricably linked.”*