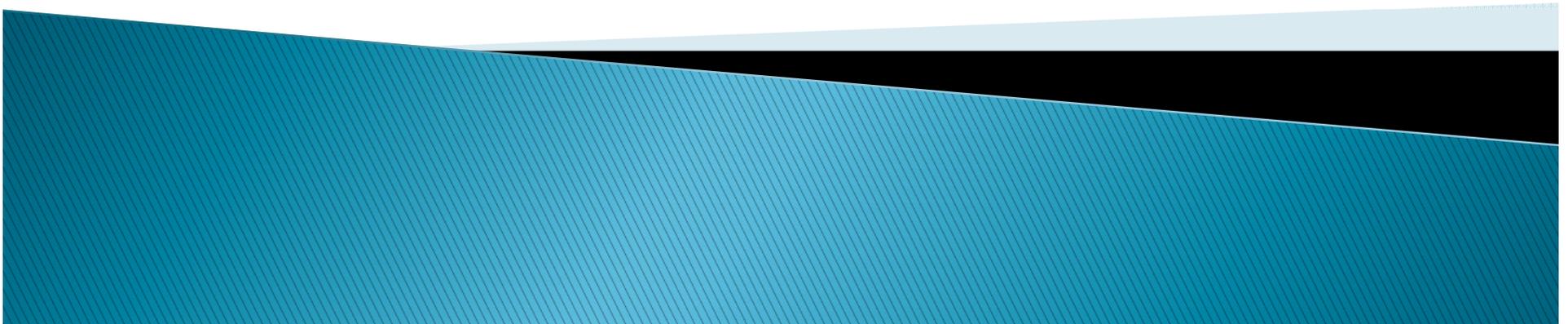


*“It does not have to be
difficult”*

*Bonnie Dunton RN COHC OHN
DuPont NA Region IHS Consultant*



Introducing the Concept

- ▶ It is common knowledge that a healthier workforce benefits both the business and the employee by:
 - increased productivity
 - safer work environment
 - lower healthcare cost
 - decreased disability
 - increased job satisfaction



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The Wellness Initiative

- ▶ is an integrated approach to workplace health that provides:
 - health coaching
 - on-line and on-site presentations
 - access to integrative health practitioners, community resources/services and
 - education



There are two steps to achieving high levels of participation.

Spark the interest!!!



The First Step

- ▶ Develop a comprehensive program
 - Comprehensive programs are desirable because
 - they improve participation
 - they have a higher return on investment over time.
 - Comprehensive programs reach more workers
 - they target areas of interest
 - they offer variety
 - they appeal to many



The Second Step

- ▶ Create a culture in the workplace that honors healthy living and participation.



Techniques that can help:

- ▶ Get management involved, both verbally supporting the program and actively participating. The commitment of management is vital to the success of workplace health programs.
- ▶ Get a wide variety of employees involved in development and implementation of the health and wellness program. This increases employee ownership of the program, and thus increases employee motivation and participation.



- ▶ Make sure that the program appeals to the employees, and targets areas of health and wellness they are interested in:
 - Stress reduction
 - Weight loss
 - Smoking cessation
 - Endurance Training
 - Blood Pressure Management



- ▶ Market the program to your employees (use a catchy, fun name for the program).
 - **Extreme Makeover – Waist Watcher Edition**
- ▶ In choosing a program, focus on something that offers continual motivation. Try to find instructors/educators who are enthused about their topic, and can share that enthusiasm.



Workplace Wellness Team

- ▶ Wellness Team is committed to helping employees get healthy and stay healthy. The goals for the Wellness Initiative (WI) include:
 - Helping employees succeed in reaching optimal health
 - Improve employee health status, to improve long-term health outcomes
 - Decrease Site Disability Days



Wellness Team Members

- ▶ Internal champions – employees from different areas that “share the vision.”
- ▶ Member of Leadership/Supervision
- ▶ Previous successful participants



2013 Extreme Makeover – Waist Watcher Challenge

06/01/2013 – 08/23/2013

▶ MISSION

- ▶ To encourage employees' personal and professional productivity, as well as physical and mental wellbeing, the mission of the DuPont Fayetteville Works Wellness Program shall be to promote a worksite culture that supports employees' desire to make healthy lifestyle choices.



PURPOSE

- ▶ **Promoting Employee Health and Wellness.** The purpose of this challenge is to support a voluntary employee wellness activity that will encourage DuPont employees at Fayetteville Works (FW) to become more physically active and health conscience. It has been shown that employees with more active lifestyles enjoy increased cardiovascular health, weight loss, stress reduction and better overall health. The benefits within the workplace may include improved productivity, reduced disability usage, decreased levels of employee stress, better employee relations and morale, reduced absenteeism, and improved recruitment and retention.



Wellness Program Incentives:

- ▶ Blood Glucose Check – weekly, on requested
- ▶ Blood Pressure Check – on requested
- ▶ Cholesterol Check – once during challenge, on request
- ▶ Physical Exam, limited, by site doctor – once per year, on request
- ▶ Body Measurements – beginning and end of challenge– on request
- ▶ Consultation with Registered Dietitian – up to 6 sessions, on request
- ▶ Wellness Education
- ▶ Better Health now and tomorrow!!!!!!



Awards

- ▶ Weekly drawings for exercise equipment and Gift Cards
- ▶ Drawing for 3 month Membership to a local fitness center – eligibility based on active participation in the WP, with weekly weigh-in and point submission. 1 drawing each 4 weeks.



11 Steps to Participation

- ▶
- ▶ 1. Register for the challenge by getting your first weight and measurements in medical.
- ▶
- ▶ 2. Commit yourself to a healthy lifestyle.
- ▶
- ▶ 3. Create and begin your healthy activity and/or weight loss plan.
- ▶
- ▶ 4. Eat a healthy balance of nutritional food.
- ▶
- ▶ 5. Drink plenty of water, especially before, during and after exercising.
- ▶
- ▶ 6. Get a good night's sleep as often as possible.
- ▶



- ▶ 7. Attend at least one weekly meeting and any team meetings to obtain valuable information to guide you through the challenge.
- ▶
- ▶ 8. Do your weekly weigh-in.
- ▶
- ▶ 9. Set realistic personal fitness goals.
- ▶
- ▶ 9. Take advantage of the special program offerings!
- ▶
- ▶ 10. Celebrate your successes!
- ▶
- ▶ Results will vary based on individual general health condition, exercise frequency and intensity, quality of nutrition, and lifestyle.



Why Workplace Wellness??



Wellness Statistics– United States

- ▶ According to the US Department of Health & Human Services, for every 100 employees in this country:
 - 27 have cardiovascular disease
 - 24 have high blood pressure
 - 50 or more have high cholesterol
 - 26 are overweight by 20% or more
 - 10 are heavy drinkers
 - 59 don't get adequate exercise
 - 44 suffer from stress



Illnesses that can be prevented or improved through regular physical activity.

- ▶ 13.5 million people have coronary heart disease.
- ▶ 1.5 million people suffer from a heart attack in a given year.
- ▶ 8 million people have adult-onset (non-insulin-dependent) diabetes.
- ▶ 95,000 people are newly diagnosed with colon cancer each year.
- ▶ 250,000 people suffer from a hip fractures each year.
- ▶ 50 million people have high blood pressure.
- ▶ Over 60 million people (a third of the population) are overweight.

<http://www.cdc.gov/nccdphp/sgr/mm.htm>



Benefits Of Physical Activity

Regular physical activity:

- ▶ Reduces the risk of dying from coronary heart disease and of developing high blood pressure, colon cancer, and diabetes.
- ▶ Can help reduce blood pressure in some people with hypertension.
- ▶ Helps maintain healthy bones, muscles, and joints.
- ▶ Reduces symptoms of anxiety and depression and fosters improvements in mood and feelings of well-being.
- ▶ Helps control weight, develop lean muscle, and reduce body fat.



Important Messages That Need To Be Promoted

- ▶ Physical activity need not be strenuous to achieve health benefits.
- ▶ Men and women of all ages benefit from a moderate amount of daily physical activity. The same moderate amount of activity can be obtained in longer sessions of moderately intense activities (such as 30 minutes of brisk walking) as in shorter sessions of more strenuous activities (such as 15–20minutes of jogging).
- ▶ Additional health benefits can be gained through regular routine of physical activity that is of longer duration or of greater intensity are likely to derive greater benefit.



- ▶ Previously sedentary people who begin physical activity programs should start with short sessions (5–10 minutes) of physical activity and gradually build up to the desired level of activity.
- ▶ Adults with chronic health problems, such as heart disease, diabetes, or obesity, or who are at high risk for these conditions should first consult a physician before beginning a new program of physical activity. Men over age 40 and women over age 50 who plan to begin a new program of vigorous activity should consult a physician to be sure they do not have heart disease or other health problems.



QUESTIONS???????



