

Establishing an Employee Wellness Program



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Disclosure

Refuah Health Center discloses that it does not have a financial relationship or interest with companies who manufacture products listed in the treatment of subjects under discussion.



R.E.A.C.H.

Refuah Employees Achieving Complete Health

Phase I

R.E.A.C.H.

Phase I

WHAT IS IT

A center-wide employee wellness program geared to improve the health and well being of our employees.

HOW IT WORKS

Exercise for 45 minutes or walk 8000 steps at least 3 times a week (submit a log). Refuah will pay 3 months of their gym membership or give them a \$100 gift certificate.

Employees were also permitted to use the physical therapy equipment during limited hours.

“Continue to exercise, live healthy and be role models to our patients!”

–Doron Katz, MD

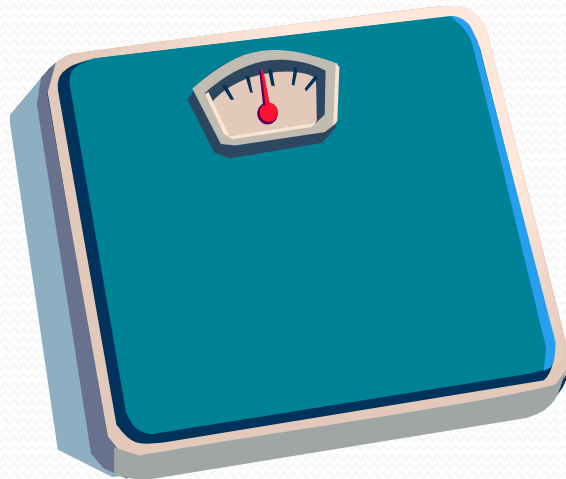
Program incentives...

All employees received a pedometer to keep track of their daily steps.

Employees also received a choice of thank you gift: Refuah sweatshirt to continue walking outdoors in chilly weather or a thermos.



“Biggest Loser” Weight Loss Contest



- Participants put \$20 into the pool
- At least 10-15 minimum
- 3 month contest
- Weigh in every week
- The person to loose the most weight at the end wins the money

R.E.A.C.H.

Refuah Employees Achieving Complete Health

Phase II

R.E.A.C.H.

Phase II

Continuation of exercise program- exercise for 45 minutes, 3 times a week for 3 months (submit a log). Have 3 months of their gym membership paid, or receive a \$100 gift certificate.

NEW

Employees who complete an annual physical with their physician during the calendar year and complete a short questionnaire about their experience, receive a \$50 gift card to Sports Authority, Massage Envy or a Visa gift card.

Lunch & Learn - healthy lunch sessions provided by Refuah, featuring Refuah providers every Wednesday for 6 months, while discussing Dr. Wayne Anderson's Habits of Health. Review a chapter each week and present additional lifestyle and nutritional advice. All employees who commit to this receive a free copy of Dr. Anderson's Habits of Health.

Charlie Harari, an internationally renowned motivational speaker presented a lecture on "Reaching your potential and modeling for patients."

R.E.A.C.H. thoughts from staff...



“It was very helpful. You felt as if the entire facility was behind you and reaching your goals. The gifts were nice also. With the gym available it will be even better.”

Charles Hill, Medical Records Director

“I truly enjoyed participating in the REACH program as it helped kick start my dedication to working out regularly and eating healthy. The nutrition classes were not only very informative but enjoyable as well and the incentive kept me on track with my exercising. This was a great idea!”

Margaret Fonseca, Twin Site Manager

R.E.A.C.H.

Refuah Employees Achieving Complete Health

Phase III

R.E.A.C.H.

Phase III

REFUAH WELLNESS CENTER

Cardiorespiratory

Our array of treadmills, elliptical trainers, arc trainers, stair climbers, recumbent and upright bicycles and rowing machines will help you improve your cardiorespiratory system.

Strength Training

We have weight training machines to work your upper, core, and lower body areas.

Free Weights

You'll find incline, decline and flat bench presses and dumbbells ranging from 2.5 to 50 pounds in our free-weight training area.

Flexibility and Core Training Area

Increase your flexibility and work your abdomen, back, legs and hips with medicine and stability balls.

Stretching / Warm Up Corner

Need a quieter place for a quick workout? You'll find bands, steps, hula hoops, jump ropes and mats in this area. Participants use this area for warm up and cool down.

Refuah Wellness Center



Worksite Wellness Ideas

- Contact your county healthy department for information on bringing in free workshops and programs to your staff.
- Host lunch and learn sessions about eating healthy, smoking cessation, diabetes prevention and control, food safety, women's health issues, chronic conditions, and stress management.
- Offer Weight Watchers meetings once a week during break times.



Worksite Wellness Healthy Challenges

- Bring on the fun! A little healthy competition is a great way to motivate your employees and boosts working relationships and teambuilding.
- Have a contest to see how much weight one can loose in a month, or cardio contests to see how long it takes for someone to run up and down a flight of stairs.
- Host a 5K walk/run in the spring or fall.
- Offer seasonal classes that can be indoors or outdoors such as step classes, aerobics, stability ball training, yoga or pilates.
- Themes draw people in: breast cancer awareness, heart awareness, arthritis...



Weighing the benefits...

PROS

- Motivation from coworkers
- Automatic workout buddies
- Boost employee relations and morale
- Free incentives / rewards
- Improve physical health
- Decrease obesity / illness
- Stress relief / extra energy
- Build self confidence
- Increase productivity and stamina
- Reduced absenteeism

CONS

- Lack of space
- Gym schedule conflicts
- No shower
- Staff not wanting to mix work with personal life
- Lack of confidence to start



Employer's benefits of a worksite wellness program

A US Department of Health and Human Services report in 2002 revealed that at worksites with physical activity programs, employers have:

- Reduced healthcare cost by 20-55%
- Reduced short-term sick leave by 6-32%
- Increased productivity by 2-52%

Healthy Meeting Challenge



- Provide a healthier meeting environment for your employees.
- Serve at least 2 healthy options at meetings, and water to drink.
- Encourage a break to stretch during long meetings.



Taking employee's suggestions into consideration...

I love to jump rope.

I can only workout after work, or early in the morning.

Stability balls make it easier for me to do sit ups.

*How about hula hoops?
That would be fun!*

It would help if I knew how many calories I'm burning.



Involving staff in the decision making, helps connect them to the finished product and encourages higher participation.

Survey your target audience...

Send a 10-20 question survey to your employees. The survey should be designed to get a feel for where employee interests lie, while at the same time giving employees a chance to better understand the concept of a wellness program. It is best to keep it anonymous.

SAMPLE

Select one # for each statement:

4 = very likely, 3 = somewhat likely, 2 = not very likely, 1 = not likely at all

1) If I had a 10 minute break I would use it for a personal activity like stretching, yoga or a walk if there was a place to do it.

4 3 2 1

2) I don't think about health when deciding what to eat.

4 3 2 1

3) Healthier people are more productive at work.

4 3 2 1

4) I take the stairs instead of the elevators when possible.

4 3 2 1



Working together to promote wellness



*We love to share,
but not when it
comes to germs!*



*We're here to help
you reach your goals!*



*Promote hydration,
water is important!*

*Healthy choices at
meetings and events!*



Refuah Wellness Center



**Preventative health
is our mission!**

Establishing an Employee Wellness Program



Thank you!

Refuah Health Center, Spring Valley, NY