

DIY Worksite Wellness: A Toolkit for Creating a Healthier Worksite

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Why Invest in Worksite Wellness?

- **Worksite Wellness Programs save companies and organizations money**
- **It improves employee morale!**
- **Reduces health care costs:**
 - **Worksites with health promotion programs saved an average of \$3.72 on health care costs for every \$1 invested in worksite wellness**

Why Invest in Worksite Wellness?

- **Lower absenteeism rates:**
 - **Studies show an average of \$5.06 saved on absenteeism for every \$1 invested in worksite wellness**

– Source: Aldana, SG. "Financial Impact of Health Promotion Programs: A comprehensive review of the literature." *American Journal of Health Promotion*. 2001; 15:296-30

Why Is WW Not Offered?

- **Companies do not have the money to invest into a full-time worksite wellness coordinator**
- **Companies give the worksite coordinator title to someone already full of responsibilities or someone who does not have a desire for worksite wellness**

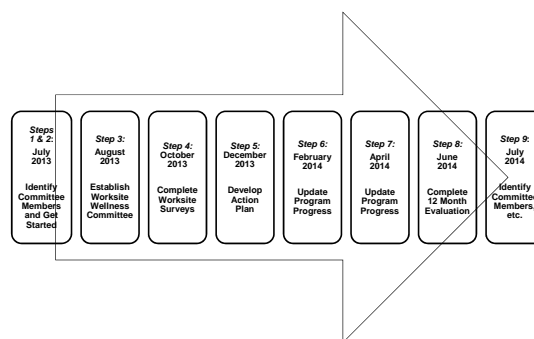
Why Is WW Not Offered?

- **Most think worksite wellness means having an on-site gym with expensive equipment**

Creation of the TOOLKIT!

- We heard the excuses, so we developed a Step by Step Plan!
- Provides the resources and tools to conduct worksite wellness programs and activities
- Easy to follow instructions

Creation of the TOOLKIT!



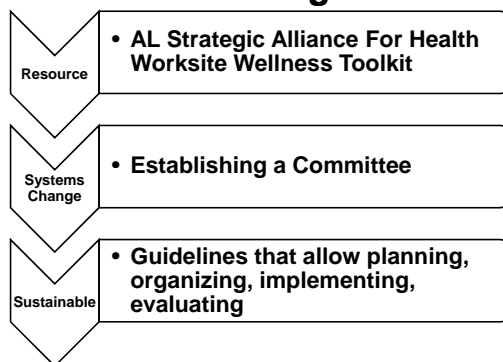
Worksite Wellness *ideally* has the following:

Executive Level Support

Committee

Ability to: Plan, Organize, Implement, Evaluate = Sustainable

Tool for Getting Started



The Toolkit

- Establishing a committee
- Meeting agendas and topics
- Developing an action plan
- Surveys for employees
 - Get their opinion

The Toolkit

- Updating and evaluating your program
- Appendix of models and samples

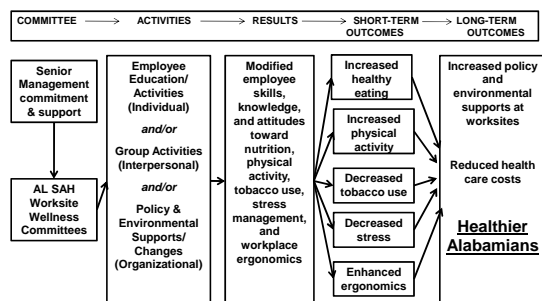
Committee

- Team of employees who formally meet and plan activities to promote good health for themselves and for their fellow co-workers
- Represents employees from all organizational levels

Committee

- Takes the responsibility off of ONE person
- Meeting and agenda topics outlined in the Toolkit!

AL SAH Worksite Wellness Program Model



Appendix Full of Other Valuable Tools

- Awareness Campaigns:
 - Use of bulletin boards
 - Add a healthy segment to newsletter
 - Healthy e-blasts
 - Create restroom readers

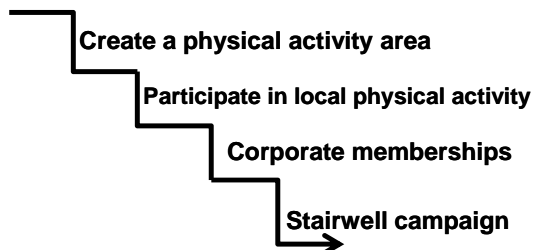
Appendix Full of Other Valuable Tools

- Posters in break room / cafeterias
- Physical activity breaks during meeting examples
- Resource list for materials
 - Some FREE

Support for Healthy Eating in the Workplace

- Vending machines
- Cafeterias
- Meetings

Support for Physical Activity in the Workplace



Support for Tobacco Cessation in the Workplace

- Alabama Department of Public Health's Tobacco Prevention and Control (TPC) Branch
 - www.adph.org/tobacco
 - 334-206-2777

Support for Stress Management / Ergonomics in the Workplace

- Stress Management
 - Implementation of policies, systems, and environmental supports for healthier lifestyle choices

Support for Stress Management / Ergonomics in the Workplace

- Ergonomics
 - Scientific study of human work
 - Activities can be initiated
 - Workspace evaluation tool

Success!

“Poor health impacts the most precious resource of the organization - the effectiveness and performance of its human capital.”

- “Leading by Example: CEOs on the Business Case for Worksite Health Promotion” Executive Summary

Acknowledgement:

- North Carolina Division of Public Health. NC HealthSmart Worksite Wellness Toolkit. North Carolina State Health Plan, Raleigh, NC; 2005.
- We were granted permission to adapt the Worksite Wellness Committee Workbook for our use

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