



# Wellness Strategies for 2012

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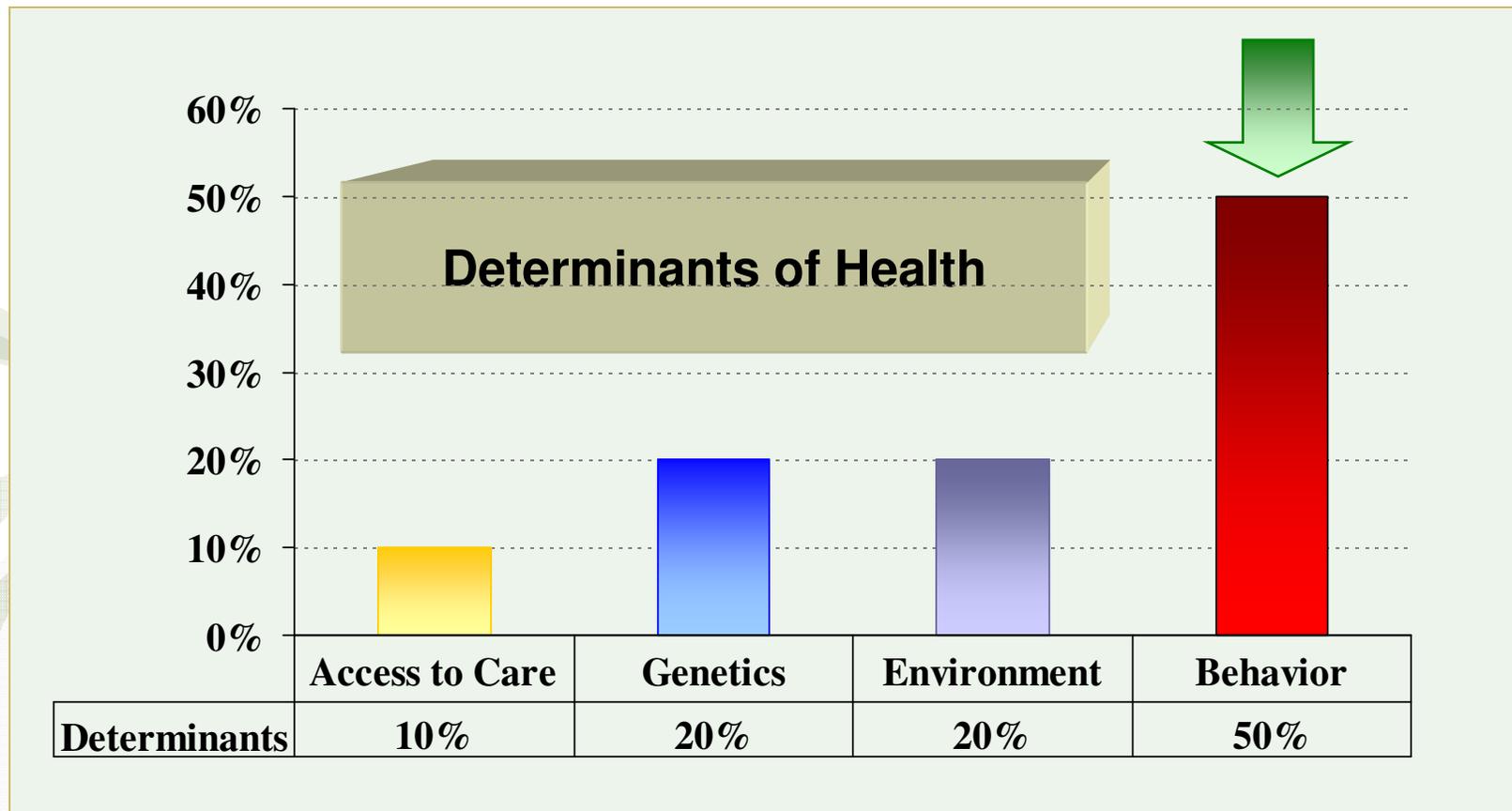


# Overview

1. Review the health risks and challenges we face in New Hampshire
2. Provide an overview of assessment
3. Discuss the strategies to improve wellness



# Behavior is a key factor in health



Source: Centers for Disease Control and Prevention



## ***Why all this wellness business?***

- According to Anthem, 54.5 % of total paid claims for CY 2010 are potentially lifestyle related
- 48.7 % of the total spend for the health benefit program was among 5 health conditions:
  - Orthopedic
  - Cardiology
  - Cancer
  - Gastroenterology
  - Endocrinology





# Key Health Indicators

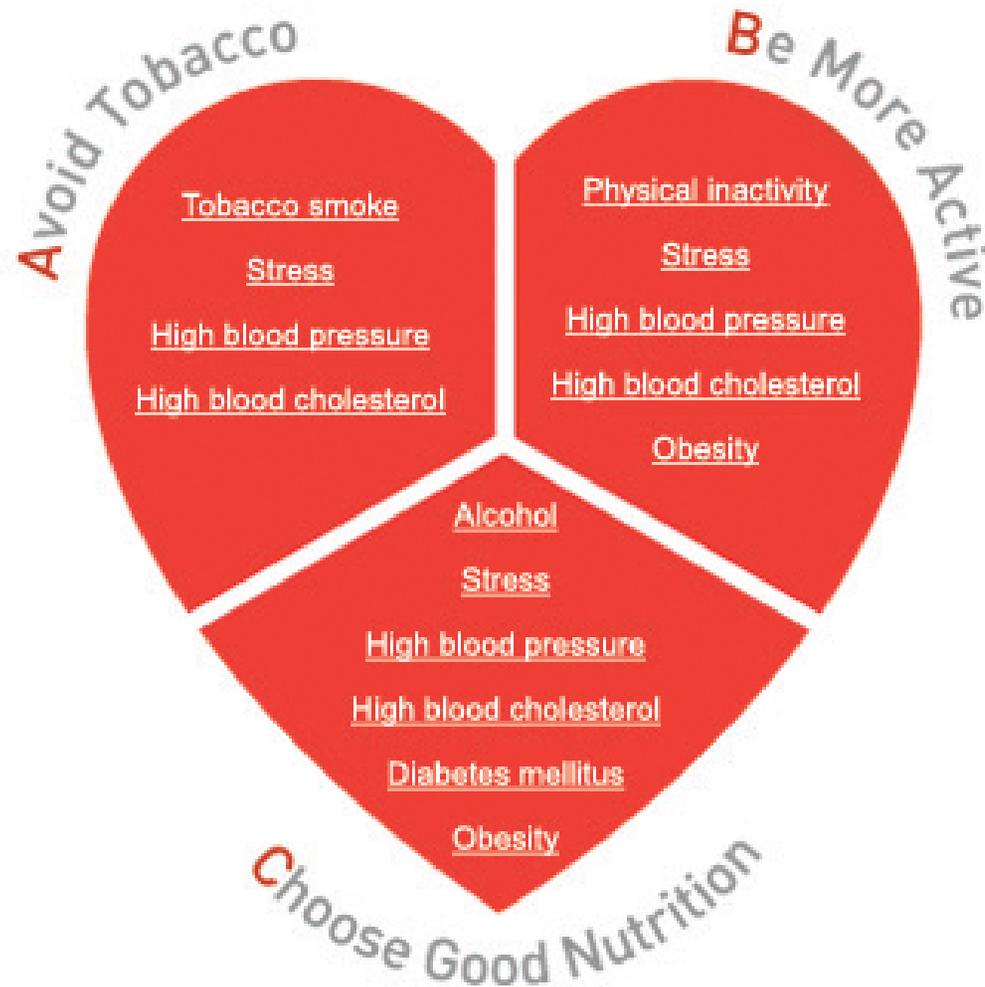
- ❧ 16% of NH adults smoke
- ❧ 62% of NH adults are either overweight or obese
- ❧ 15.8% of NH adults binge drink
- ❧ 53.2% of NH adults are physically active
- ❧ 27.7% of NH adults consume the recommended amount of fruits and vegetables per day



Source: 2011 New Hampshire State Profile



# Ounce of Prevention



Source: American Heart Association



# Strategies to Improve Health Indicators

## Wellness Council of America (WELCOA) Well Workplace Checklist

- The Well Workplace Checklist is an interactive assessment that will help you determine how your organization is doing with respect to developing a results-oriented worksite wellness program. The Checklist was designed as a tool to assist WELCOA member companies in assessing their organization's wellness program against the Seven Benchmarks of results-oriented wellness programs.
- Once completed, an immediate Executive Summary detailing scores in each benchmark. Shortly thereafter, you'll receive a comprehensive 38-page report.



# Capture Leadership Support Strategies 1-4

- 1. **Develop written communications promoting the overall concept of wellness**
- 2. **Allocate the ideal level of investment necessary for practices regarding wellness**
- 3. **Provide assistance to leadership to help them better understand the art and science of delegating responsibilities for wellness throughout the organization**
- 4. **Develop comprehensive leadership health promotion role modeling practices regarding wellness**



# Cohesive Wellness Team Strategies 5-6

- 1. **Develop a cohesive and properly represented wellness team**
- 2. **Develop a wellness team that operates with the right people who do the right things**



# Collect Data and Drive Health Efforts Strategies 7-10

- 7 Concentrate on collecting organizational data**
- 8 Concentrate on collecting employee health data**
- 9 Concentrate on collecting physical environment data**
- 10 Concentrate on collecting employee protection and productivity data**



# Craft an Annual Operating Plan Strategy 11

- ❖ **Create a plan that serves as the key piece of communication of what the State's wellness program will accomplish**



# Choose Appropriate Health Promotion Interventions Strategies 12-14

- ❧ **Broaden wellness programming according to need, intensity, and frequency**
- ❧ **Expand the employee wellness program efforts to include spouses, dependents and retirees**
- ❧ **Concentrate on increasing participation in wellness programming**



## Create a Supportive, Health-Promoting Environment Strategies 15-16

- ❧ **Concentrate on making improvements to create supportive, health-promoting environments relating to seven individual behaviors**
- ❧ **Offer policies and benefits promoting healthy choices, employee protection and wellness participation at the workplace**



## Carefully Evaluate Outcomes Strategy 17

- ✿ Create an evaluation plan covering the eight basic variables in measuring program outcomes



## Next Steps....

- ✧ Identify 6-8 strategies to work on in 2012
- ✧ Develop objectives for these strategies
- ✧ Create a workplan to navigate improvements
- ✧ Carry out activities



# Questions....

