



The Status of Worksite Health & Wellness in the Federal Government

A Briefing on WellCheck 2016

Please call into the conference line for audio:

CONFERENCE LINE: 800-619-3541

PASSCODE: 5709172





Agenda

- Overview of WellCheck 2016 Results
- Top WellCheck Worksites
- Results by Health Promotion Topic
- Conclusions and Next Steps



OVERVIEW OF WELLCHECK 2016 RESULTS





Purpose of WellCheck





"After doing the WellCheck survey for a number of years, I decided it was time to really improve our program at Ames. I made a concerted effort to implement the actions we were not able to accomplish in prior years. In 2016, I set out achieve 100% compliance and enlisted the help of various people to take actions in their areas of responsibility. I acted as the executive champion, coordinating, pushing, and evoking the key people to take action along with myself as I had many actions to complete as well."

-David King, NASA Ames Research Center



WellCheck Data Call Design

- Measures over 100 wellness interventions
- Each item has been assigned a point value between 1 and 3
 - 1=good
 - 2=better
 - 3=best





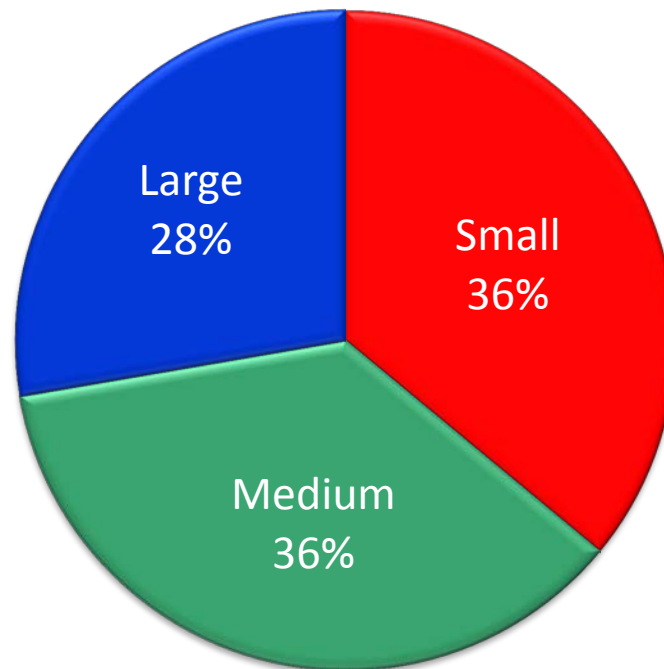
WellCheck Data Call Design

- Organizational Supports
- Tobacco Free Living
- Nutrition
- Support for Nursing Mothers
- Physical Activity
- Weight Management
- Stress Management
- Depression
- High Blood Pressure
- High Cholesterol
- Diabetes
- Signs, Symptoms, and Emergency Response to Heart Attack and Stroke
- Occupational Health and Safety
- Vaccine-Preventable Diseases
- Linkages to Related Programs
- Worksite Background Information



Who Participated?

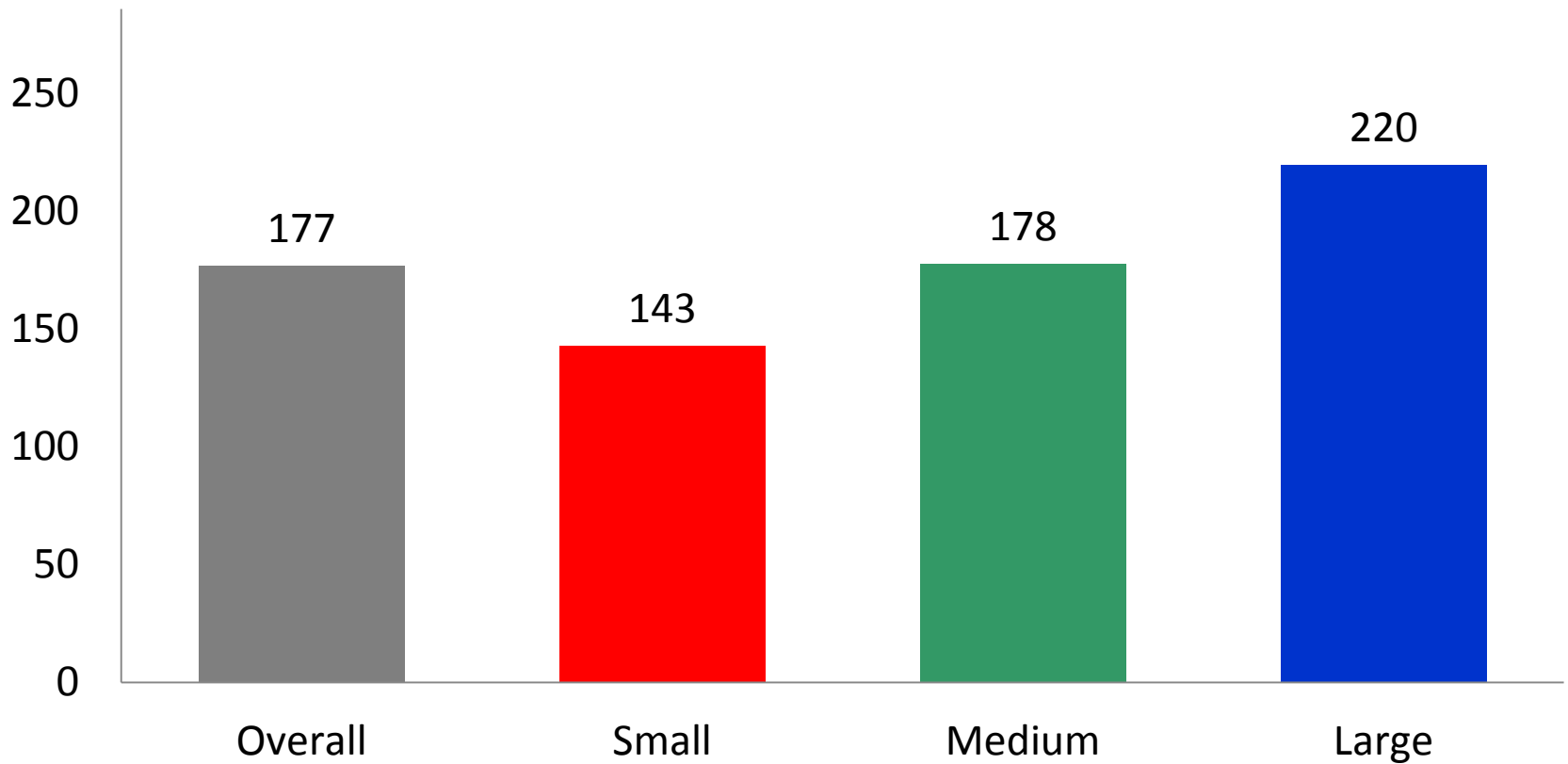
361 worksites from 42 different Federal agencies completed WellCheck



Increase of 70 worksites and 6 agencies from 2014



Average Score by Worksite Size





Strengths

- Vaccine-Preventable Diseases
- Occupational Health & Safety
- Tobacco Free Living
- Stress Management
- Emergency Response





Areas for Improvement

- Nutrition
- High Cholesterol
- Diabetes
- Organizational Supports
- Lactation Support
- High Blood Pressure





High-Impact Strategies

Most Implemented:

1. Encourage reporting of injuries and near misses (90%)
2. Have one or more functioning AEDs in place (88%)
3. Provide a private space (other than a restroom) that may be used by an employee to express breast milk (85%)
4. Have a written policy banning tobacco use at your worksite (82%)
5. Promote through brochures, videos, posters, pamphlets, newsletters or other written or online information that address the benefits of influenza vaccinations (81%)



High-Impact Strategies

Implemented by fewer than 50% of worksites:

1. Provide access to a hospital grade breast pump at the worksite (20%)
2. Post signs at elevators, stairwell entrances or exits and other key locations that encourage employees to use the stairs (33%)
3. Provide training for managers on the value of worksite health and wellness programs (36%)
4. Provide vaccinations other than seasonal influenza (e.g. pneumococcal or Tdap) at your worksite with no or low out-of-pocket costs to employees (36%)
5. Provide free or subsidized breastfeeding support groups or educational classes (36%)
6. Provide or subsidize physical fitness assessments, follow-up counseling, and physical activity recommendations either on-site or through a commercial or community exercise facility (44%)



High-Impact Strategies

Implemented by fewer than 50% of worksites:

7. Provide free or subsidized one-on-one or group lifestyle counseling for weight management risks associated with overweight or obesity (45%)
8. Conduct employee health risk appraisals/assessments through vendors, on-site staff, or health plans and provide individual feedback plus health education (46%)
9. Provide free or subsidized clinical screening for depression (other than self-report) followed-by directed feedback and clinical referral when appropriate (47%)
10. Provide one-on-one or group lifestyle counseling and follow-up monitoring for employees who have high blood pressure (47%)



TOP WELLCHECK WORKSITES





Top WellCheck 2016 Worksites

RANK	WORKSITE	TOTAL SCORE
1	Housing and Urban Development (HUD) Region 2	286
1	Navy Center for Information Warfare Training Site Groton	286
2	Nuclear Regulatory Commission (NRC) Headquarters	282
3	National Aeronautics and Space Administration (NASA) Langley Research Center	280
4	NASA Ames Research Center	277
4	Health and Human Services (HHS) National Institutes of Health	277
5	Department of Labor (DOL) Office of the Assistant Secretary for Administration and Management	276
6	Defense Health Agency (DHA) National Capital Region Medical Directorate	273
6	Department of Agriculture (USDA) National Office	273
7	DOL Region 5-Chicago	272



Top WellCheck 2016 Worksite for Each Size Category

Large Worksites		Medium Worksites		Small Worksites	
NRC Headquarters	282	HUD Region 2	286	Navy Center for Information Warfare Training Site Groton	286
NASA Langley Research Center	280	DOL Region 7-Kansas City	271	DOL OASAM	276
NASA Ames Research Center	277	USDA FNCS	271	EPA Region 4 Laboratory	261
HHS National Institutes of Health	277	Environmental Protection Agency (EPA) Region 7	270	EPA Region 2 Caribbean Field	248
DHA National Capital Region Medical Directorate	273	EPA Region 2 Laboratory	270	EPA Office of Air and Radiation National Analytical Radiation Environmental Laboratory	247
USDA National Office	273	EPA Region 4	270		
		USDA OIG National Office	270		



"The key to a successful wellness program is engagement. Leadership has to be engaged and made aware of the successes of your wellness program; you need to make a strong business case for worksite wellness. There is a wealth of evidence based research on the benefits of worksite wellness programs and their positive contributions to employee morale, absenteeism, and presenteeism. Use this evidence to make your case. Also, engage leadership to create winning scenarios that keep them involved and engaged. For employees, engagement and communication is critical. Find out what employees want and the best way to communicate with them on their terms.

Wellness is not static, it is dynamic. Be dynamic."

-Chris Gaines, National Institutes of Health



RESULTS BY HEALTH PROMOTION TOPIC

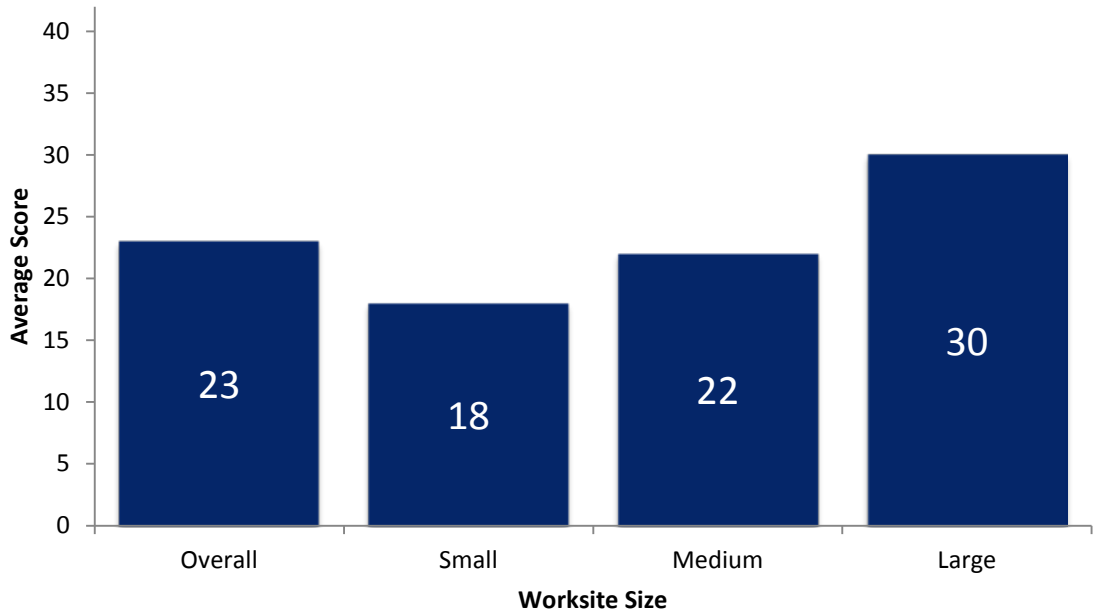




Organizational Supports

55%

The average score of participating worksites was 23 out of 42 possible points





Organizational Support: A Closer Look

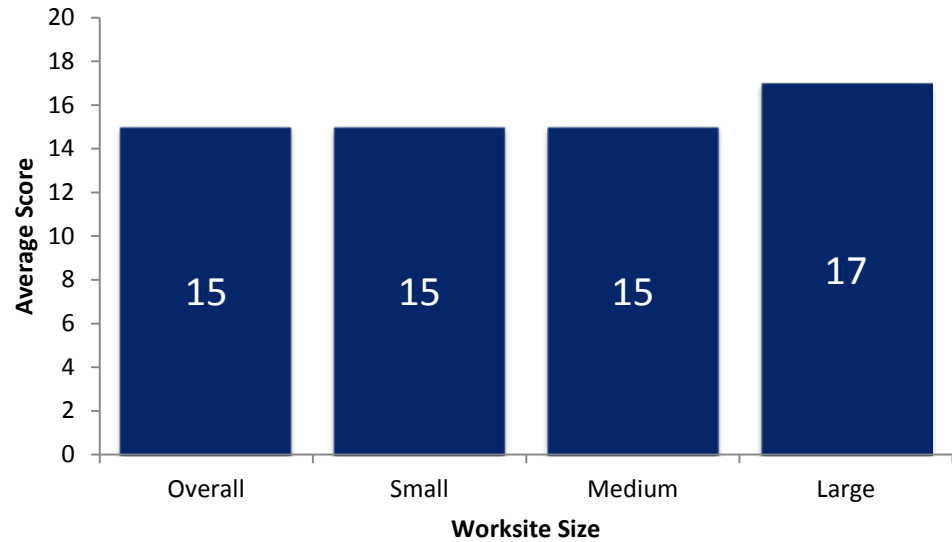
- 36% of worksites provide manager training on the value of health and wellness programs
- 46% conduct employee health risk appraisals/assessments
- 60% involve management in program implementation
- 77% offer flexible scheduling or excused absence for participation
- 79% have champion(s)



Tobacco Free Living

75%

The average score of participating worksites was 15 out of 20 possible points



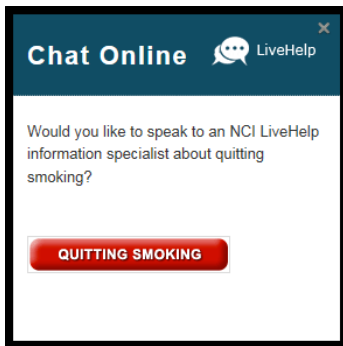


Tobacco Free Living: A Closer Look

- 77% actively enforce written policy banning tobacco use
- 54% provide tobacco cessation telephone quitline referrals
- 64% provide brochures, videos, posters, or other written or online information
- 61% provide education on related health insurance cover or programs



Tobacco Free Living: Available Resources



QUIT NOTES

Thinking about quitting? Start small with Daily Challenges. We'll be there with you for each step.

Daily Challenges Text Messages

Take Advantage

USOPM

Subscribe 3,794

7,091 views

+ Add to Share More

FEHB Federal Employees Health Benefits

Are You Ready to Quit Smoking?
We can help.

No copays.

No coinsurance.

No deductibles.

All FEHB plans offer 100% coverage of tobacco cessation treatment options. Find out more at:



www.opm.gov/quitsmoking



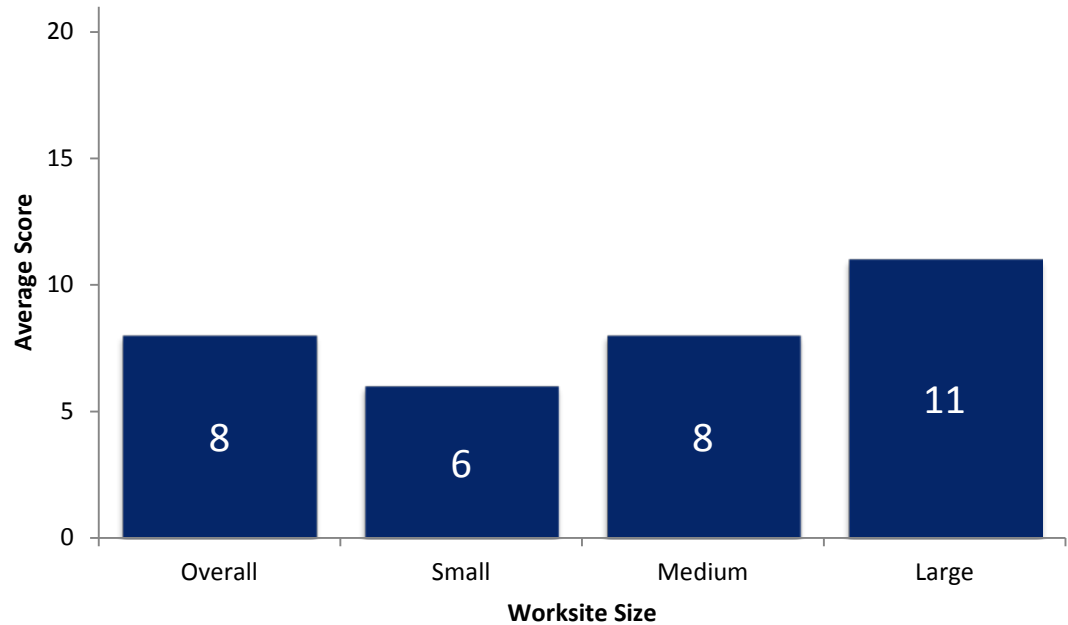
<http://smokefree.gov> and <https://www.opm.gov/healthcare-insurance/special-initiatives/quit-smoking>



Nutrition

38%

The average score of participating worksites was 8 out of 21 possible points





Nutrition: A Closer Look

- 18% have a written policy or formal communication making healthier food and beverage choices available for meetings when food is served
- 35% display nutritional information for foods and beverages
- 36% identify healthier choices with signs and symbols ♥
- 45% have an on-site or nearby farmers' market



Nutrition: Available Resources

USDA
United States
Department of
Agriculture
Agricultural
Marketing
Service
September 2009

**Opening a
Farmers Market
on Federal
Property:**

**A Guide for
Market Operators
and Building
Managers**

A joint publication by
GSA and USDA

**Meeting
Well**

A Tool for Planning Healthy
Meetings and Events

**Food and Nutrition
Guidelines for Concessions**

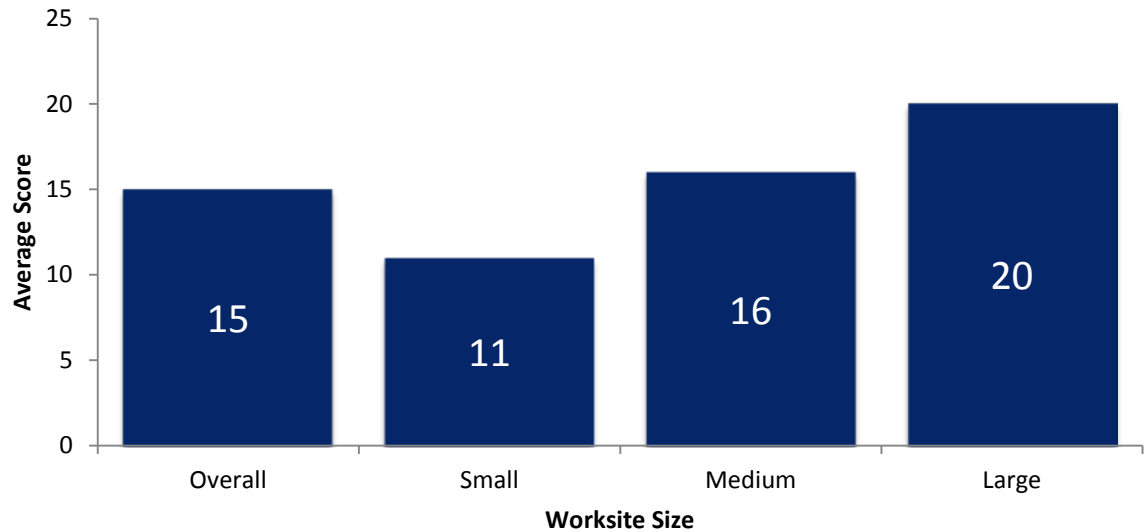
[GSA HHS Guidelines](#), [USDA Farmers Market Guide](#), [American Cancer Society’s Meeting Well Guide](#), [CDC Choosing Foods and Beverages for Healthy Meetings](#), and [CDC Workplace Health Resources](#)



Physical Activity

60%

The average score of participating worksites was 15 out of 25 possible points





Physical Activity: A Closer Look

- 71% have an on-site exercise facility
- 67% organize individual or group physical activity programs for employees (other than the use of an exercise facility)
- 58% subsidize or offer a discounted cost for on-site or offsite exercise facilities
- 33% post signs at elevators, stairwell entrances or exits and other key locations that encourage employees to use the stairs



Physical Activity: Available Resources



Burn calories.
Stress less.
Get healthy.

In one minute,
a 150 pound
person burns
approximately
10 calories
walking up stairs,
and only 1.5
calories riding
an elevator.



Go green in your
daily routine.



Burn calories,
not kilowatts.

the Stairs



Walking
up stairs
burns almost
5 times more
calories than
riding an
elevator.



[CDC StairWELL to Better Health](http://www.cdc.gov/stairwell)

Take the Stairs

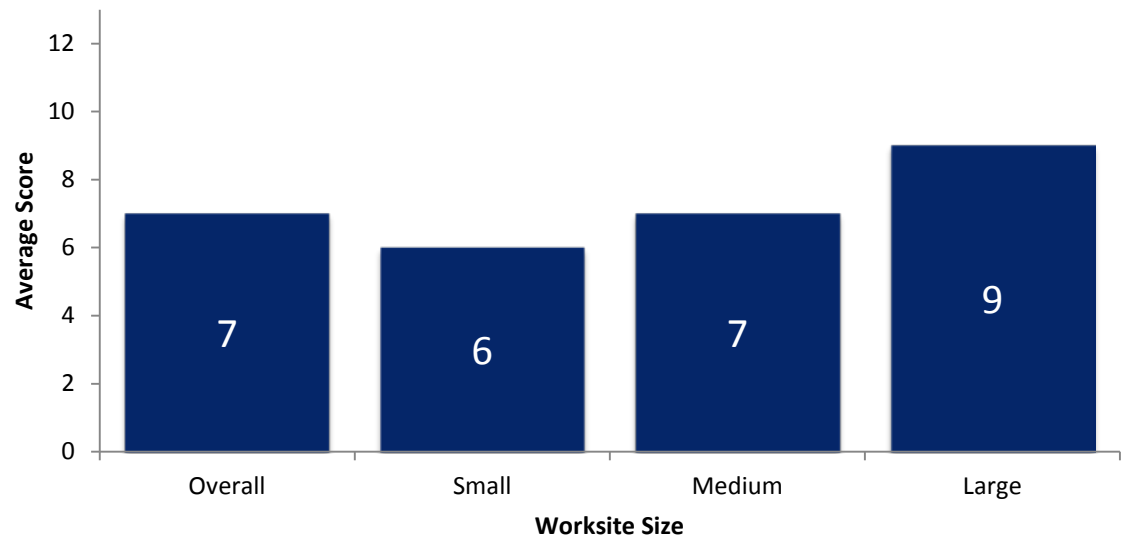




Support for Nursing Mothers

54%

The average score of participating worksites was 7 out of 13 possible points





Support for Nursing Mothers: A Closer Look

- 36% offer free or subsidized breastfeeding support groups or educational classes
- 85% provide private space (other than a restroom) that may be used by an employee to express breast milk
- 85% provide flexible scheduling, unpaid break times, and/or paid break times to allow mothers to express breast milk



Support for Nursing Mothers: A Closer Look

The Patient Protection and Affordable Care Act amended section 7 of the Fair Labor Standards Act (“FLSA”).

REQUIREMENT: Private space (other than a restroom) and time (including flexible scheduling, paid breaks, or unpaid breaks) are **mandated by FLSA** for non-exempt employees, and OPM guidance requires those supports be available to ALL Federal employees.

GOAL: Let’s achieve **100% implementation** by WellCheck 2018!

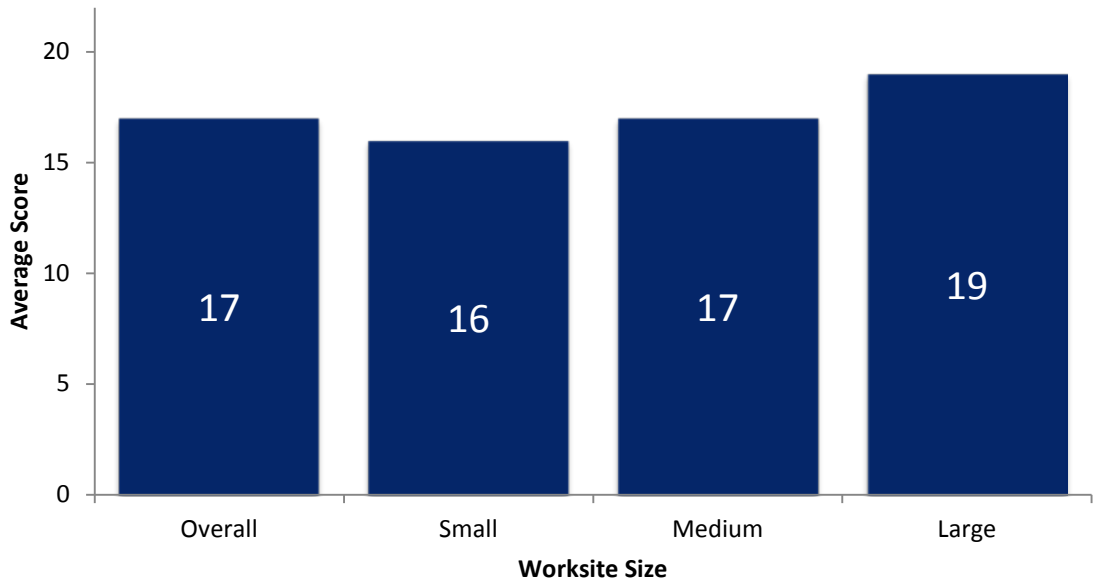
RESOURCES: [OPM's Guide to Establishing a Federal Nursing Mother’s Program](#) and [Memo on Nursing Mothers in Federal Employment](#)



Occupational Health and Safety

77%

The average score of participating worksites was 17 out of 22 possible points





Occupational Health and Safety: A Closer Look

- 90% encourage reporting of injuries and near misses
- 80% provide opportunities for employee input on hazards and solutions
- 73% coordinate wellness programs with OHS programs
- 62% provide new employees with formal, comprehensive training on how to avoid accidents or injury on the job



Occupational Health and Safety: Available Resource

Fundamentals of *Total Worker Health*® Approaches

Essential Elements for Advancing
Worker Safety, Health, and Well-Being



DEPARTMENT OF HEALTH AND HUMAN SERVICES
Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health



https://www.cdc.gov/niosh/docs/2017-112/pdfs/2017_112.pdf



Other Topics Covered in the Report

- Weight Management
- Stress Management
- Depression
- High Blood Pressure Prevention & Management
- High Cholesterol Prevention & Management
- Diabetes Prevention & Management
- Signs, Symptoms, and Emergency Response to Heart Attack and Stroke
- Vaccine-Preventable Diseases



CONCLUSIONS & NEXT STEPS





1. Implement Required (and strongly recommended) Strategies



Examples of Required or Strongly Recommended Strategies

- Have a policy that allows employees to use flexible scheduling or excused absence to participate in worksite health and wellness activities
- Actively enforce a written policy banning tobacco use
- Make most of the food and beverage choices available in vending machines, cafeterias, snack bars, or other purchase points healthier food items
- Have one or more functioning AEDs in place
- Promote influenza (flu) vaccinations through brochures, videos, posters, pamphlets, newsletters or other written or online information that address the benefits of influenza vaccinations



2. Prioritize High-Impact Strategies



Examples of High-Impact Strategies

- Provide access to a hospital grade breast pump at the worksite
- Provide training for managers on the value of worksite health and wellness programs
- Provide free or subsidized one-on-one or group lifestyle counseling for weight management risks associated with overweight or obesity
- Conduct employee health risk appraisals/assessments through vendors, on-site staff, or health plans and provide individual feedback plus health education
- Provide free or subsidized clinical screening for depression (other than self-report) followed-by directed feedback and clinical referral when appropriate



3. Communicate the Importance of Using Health Insurance Benefits



The Federal Employees Health Benefits Program (FEHB)

HEALTH INSURANCE

Unexpected accidents and illnesses can be expensive. Even routine doctor visits and prescriptions can add up. With FEHB, you can get **comprehensive health insurance coverage for you, your spouse, and your children under age 26.**

There are no waiting periods and no restrictions on pre-existing conditions. All plans offer preventative services at no cost when received from a Preferred Provider. This includes childhood immunizations, screenings for cancer, diabetes, and high blood pressure, and tobacco cessation services and medications. No matter where you live, you have 11 or more health plan options to choose from, each covering:

- **Routine physical exams**
- **Doctor's office visits**
- **Specialist visits**
- **Lab tests**
- **Prescriptions**
- **Ambulance services**
- **Inpatient hospital care**
- **Surgery**
- **X-rays**
- **Maternity care**
- **Urgent care**
- **Mental health services**
- **Stop smoking aids**
- **Physical therapy**
- **And more**

<https://www.opm.gov/healthcare-insurance/>



Take charge of your health!

Use this easy tool to get personalized preventive services recommendations for yourself or a loved one.



See which preventive services you or a loved one may need this year.

Age:

Sex:

- Female
 Male

Get Results

<https://healthfinder.gov/myhealthfinder/>



4. Concentrate Efforts on Nutrition and Lactation Supports



Employer Supports for Nursing Mothers

Fact Sheet

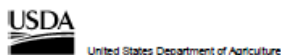


Certain workplace supports for nursing mothers are required by law. The Patient Protection and Affordable Care Act (ACA) signed into law on March 23, 2010, amended section 7(r) of the Fair Labor Standards Act (FLSA). This amendment requires employers to provide a private space, other than a bathroom, for an employee to express breast milk for up to one year after the birth of an employee's child. This space must be shielded from view and free from intrusion from coworkers and the public. Federal agencies are required to provide employees a private space, permanent or temporary, consistent with these requirements.

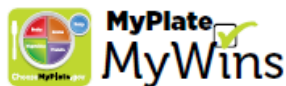
ABOVE AND BEYOND

In recent years, most Federal agencies have worked hard to provide employees with the space, time and privacy required by law, while others are just learning about the requirements. While *providing the best possible supports is strongly encouraged*, agencies are reminded that minimum standards are required even in the most unique situations. The following guidance describes the minimum requirements, as well as some agency best practices:

- **Required:**
 - Private space that is free from intrusion and shielded from view.
 - Break time needed for the employee to express milk.
- **Best Practices:**
 - Private space that is shielded from view and locks from the inside.
 - Electrical outlets for breast pumps.
 - Chair(s) and table(s).
 - Sink with running hot water.
 - *Paid* break time needed for the employee to express milk.



10 tips
Nutrition
Education Series



Based on the
Dietary
Guidelines
for Americans

Build a healthy meal

Each meal is a building block in your healthy eating style. Make sure to include all the food groups throughout the day. Make fruits, vegetables, grains, dairy, and protein foods part of your daily meals and snacks. Also, limit added sugars, saturated fat, and sodium. Use the [MyPlate Daily Checklist](#) and the tips below to meet your needs throughout the day.

1 Make half your plate veggies and fruits

Vegetables and fruits are full of nutrients that support good health. Choose fruits and red, orange, and dark-green vegetables such as tomatoes, sweet potatoes, and broccoli.



2 Include whole grains

Aim to make at least half your grains whole grains. Look for the words "100% whole grain" or "100% whole wheat" on the food label. Whole grains provide more nutrients, like fiber, than refined grains.



3 Don't forget the dairy

Complete your meal with a cup of fat-free or low-fat milk. You will get the same amount of calcium and other essential nutrients as whole milk but fewer calories. Don't drink milk? Try a soy beverage (soymilk) as your drink or include low-fat yogurt in your meal or snack.



4 Add lean protein

Choose protein foods such as lean beef, pork, chicken, or turkey, and eggs, nuts, beans, or tofu. Twice a week, make seafood the protein on your plate.



5 Avoid extra fat

Using heavy gravies or sauces will add fat and calories to otherwise healthy choices. Try steamed broccoli with a sprinkling of low-fat parmesan cheese or a squeeze of lemon.

6 Get creative in the kitchen

Whether you are making a sandwich, a stir-fry, or a casserole, find ways to make them healthier. Try using less meat and cheese, which can be higher in saturated fat and sodium, and adding in more veggies that add new flavors and textures to your meals.

7 Take control of your food

Eat at home more often so you know exactly what you are eating. If you eat out, check and compare the nutrition information. Choose options that are lower in calories, saturated fat, and sodium.



8 Try new foods

Keep it interesting by picking out new foods you've never tried before, like mango, lentils, quinoa, kale, or sardines. You may find a new favorite! Trade fun and tasty recipes with friends or find them online.

9 Satisfy your sweet tooth in a healthy way

Indulge in a naturally sweet dessert dish—fruit! Serve a fresh fruit salad or a fruit parfait made with yogurt. For a hot dessert, bake apples and top with cinnamon.

10 Everything you eat and drink matters

The right mix of foods in your meals and snacks can help you be healthier now and into the future. Turn small changes in how you eat into your MyPlate, MyWins.



5. Improve Organizational Supports



Action Plan Focus:

Describe the main problem being addressed. If this is a strength you wish to sustain, describe your agency's strength:

Explain what is potentially causing this problem. If focused on a strength, describe what factors enabled your agency to shine in this area:

Define success or the desired outcome upon completion of action steps below. Be sure to include specific measures that indicate success:

Primary Action Planning Team (note lead and members):

Action Steps

Actions to be Taken	Key Deliverables	Start Date/ End Date	Responsible Party (Parties)	Budget, Resources, and Approvals Needed
<i>Describe each specific step/task that needs to occur to achieve the desired outcome.</i>	<i>Describe all deliverables that are needed for each action step.</i>	<i>Set a realistic timeframe for the completion of each step. Be as specific as possible (e.g., provide actual dates instead of FY quarters).</i>	<i>Identify who is accountable for completion of each step. Also, identify key stakeholders.</i>	<i>Identify available funding, as well as approvals needed from leadership, labor unions, and other stakeholders.</i>



Recommendations to Get Started

- Form a **worksite health and wellness committee** to create an action plan, using your WellCheck results, **employee needs and interests** identified in the Federal Work-Life Survey, **Health Risk Assessment** data, and other available information
- **Involve all levels of management** in the planning and/or review
- **Brief senior leaders** on your WellCheck results and plan
- **Identify a champion(s)** to be a strong advocate your program
- Develop an **official communications strategy** to roll out your plan and share progress with employees



"We recommend each agency provide internal community sites and/or group mailbox locations that encourage open, honest feedback and collaboration from employees across the agency. Insight provided by the employees is critical to improving processes and meeting the needs of the employee."

-Debra Arnold, USDA National Headquarters





UPCOMING WEBINAR

WellCheck 2016: Deep Dive into Understanding Your Results

- Monday, April 17, 2017
- 1:00 PM-2:00 PM EST
- <https://opm.adobeconnect.com/wellcheck417/event/registration.html>



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