Regional Health Well-Being Vision

To empower our physicians and caregivers to be role models of health and well-being.
Regional Health Well-Being Mission

To create and support a culture that encourages healthy choices and contributes to the well-being of caregivers and physicians.
8 Modifiable Risks = 80% of Cost

1. Poor Diet
2. Physical Inactivity
3. Smoking
4. Lack of Health Screening
5. Poor Stress Management
6. Poor Standard of Care
7. Insufficient Sleep
8. Excessive Alcohol Consumption

1. Diabetes
2. Coronary Artery Disease
3. Hypertension
4. Back Pain
5. Obesity
6. Cancer
7. Asthma
8. Arthritis
9. Allergies
10. Sinusitis
11. Depression
12. Congestive Health Failure
13. Lung Disease (COPD)
14. Kidney Disease
15. High Cholesterol

133 million U.S. adults have a chronic condition; medical costs associated with chronic condition patients total $1.5 trillion annually (cardiovascular disease, cancer, stroke, diabetes)

2010 World Economic Forum
Benefits Quarterly, second quarter 2013; Reconsidering Employer-Sponsored Health Care: Four Paths to Long-Term Strategic Change, Jim Winkler, Aon Hewitt
Reasons for Offering a Well-Being Program

- Improve employee health: 85%
- Perceived value to employees: 79%
- Decrease medical premiums: 77%
- Improve employee productivity: 73%
- Increase employee engagement: 72%
- Reduce Absenteeism: 64%
- Decrease disability and WC costs: 52%
- Reduce presenteeism: 33%
- Other: 3%

Source: WorldatWork, Total Rewards and Employee Well-Being, February 2012
Regional Health Well-Being

- Committee & Members
- Action Planning Subcommittees:
  - Branding/Marketing
  - Website
  - Fitness
  - Nutrition
  - Health Assessments and Screening
  - Incentives
  - Champions
  - Health Plan
  - Prevention Programs/Education
  - Well-Being Wednesdays
Well-Being Website

Find information about the many programs and resources available to assist caregivers and physicians in their journey to greater overall well-being.
Credits for Health Assessment and Biometric Screening

• This year a credit was provided to caregivers that completed the online health assessment and biometric screening.

• New caregivers can complete the Well-Being Credit once their benefits are effective. Once benefits are effective they have 30 days to complete the screening.

• Two part assessment:
  – Online Health Risk Assessment
  – Onsite biometric screening
Well-Being Wednesdays

- Weekly Wednesdays through September then third Wednesday of each month
- Wear the Well-Being polo shirt or scrub top with jeans
- Cost $15
- Each tip encourages a healthy action
- Well-Being Wednesday Cards
- Well-Being Wednesday Webinars
Healthy Vending

- Awarded Healthy Vending & Snack Bar Policy Project Grant through South Dakota Department of Health – July
- Goal – Start at RCRH and expand to all RH facilities
A **Well-Being Champion** is:

- A caregiver who, regardless of where he or she is on the path towards optimal well-being, has a genuine interest in well-being
- Can envision how well-being can impact our lives positively
- Is working at living a healthy lifestyle whether or not they consider themselves in good health currently or not
- Enjoys contributing to a team
- Desires to encourage fellow caregivers in their healthy living journey
- Is interested in creating excitement and motivation for fellow caregivers to participate in “Live Well” activities
Overall Goal of Well-Being Champion Program

- Instill WELL-BEING into the culture
- Generate ENTHUSIASM
- Drive greater program AWARENESS and PARTICIPATION
- Add a “FACE” to the program
- Opens peer-to-leadership DISCUSSION and planning for more effective well-being solutions
Well-Being Champion Roles & Responsibilities

• **COMMIT** 1-2 hours per month for a 12 or 18 month term
• **COMPLETE** the Well-Being Champion training
• **PARTICIPATE** in Well-Being Champion meetings and Well-Being activities
• **DISTRIBUTE** program information to increase caregiver awareness
• Serve as a **CHANGE AGENT** for well-being initiatives in the workplace
• Collect and **SHARE CAREGIVER FEEDBACK** on programs and overall well-being culture
• Be a **ROLE MODEL** by actively working on your individual well-being plan
• **ENCOURAGE, MOTIVATE** and **INFLUENCE** fellow caregivers to participate in Well-Being initiatives and activities
• Be **SUPPORTIVE** of people who are making changes toward greater well-being
• **PROMOTE** interest, motivation and enthusiasm for Regional Health Well-Being and help create a culture of health
Well-Being Initiatives

- Executive Leadership Survey
- Employee Wellness Survey
- Monthly Newsletters
Well-Being Initiatives

• Monthly Challenges Campaigns

Step it Up While the Leaves Fall Down

Walktober is sponsored by Regional Health’s Well-Being Committee. It starts Oct. 1 and continues through Oct. 31. Prizes will be awarded.

What is Walktober?
October is one of the best months for walking. The weather is moderate and the days are longer. Before the next season of cold weather, Walktober is a wellness campaign designed to help you take advantage of the benefits of walking:
• Help you incorporate a daily walk into your routine
• Great way to reduce the amount of time spent on the couch
• Improve overall health and reduce anxiety

Why Participate?
You can participate in physical activity programs at home, on the job, and in your community. The Walktober program can be a great way to get started. The Walktober challenge can help you keep track of your daily activity by monitoring your daily steps.

How Can I Participate?
All patients and employees can participate. Everyone can start walking on Oct. 1, and encourage others to join you. We are all in this together.

Step it Up While the Leaves Fall Down

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Well-Being Initiatives

• Well-Being Fairs
Well-Being Next Steps

• Data analysis of HRA and Biometric screening results
• Data analysis of medical claims/medical costs
• Strategic plan
• Budget
• Communication Plan