

# No Cost – Low Cost Worksite Wellness Ideas

Worksite Wellness Committee Forum  
September 30, 2009

Tori Gabriel, MBA-HA, Chair



## Introduction

**Gabrielle Solomon, MPH**

Research Program Associate,  
Health Foundation of South Florida



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# Agenda

- Needs and Interests Assessments
- Weight Management and Healthy Eating
- Free Resources
- Smoke Free Workplace
- Increasing Physical Activity
- Flu Free Miami
- Upcoming Events - Awards Ceremony
- Survey – Give Us Your Feedback!



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## Please note...



- Refreshments – Many Thanks to Fit2Go !
- Handouts
- Restroom locations
- Cell phones on silent please!
- Q&A at end
- Survey



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## Needs and Assessments Weight Management and Healthy Eating Free Resources

**Debbie Stewart, BSN, RN, CCM, CCP**

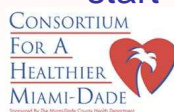
Coventry Workers' Comp Services  
Onsite Nurse Consultant  
Miami Dade School Board  
Workers' Compensation Section



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## Goal Setting...

- Is about being ready to make a change
- Is about setting realistic goals that work
- Is about starting where one wants to start
- Is not about making a long list of what should be changed
- Is not about setting many goals to change immediately
- Is not about ignoring where one wants to begin



## Needs and Interest Assessments

- Formal (example is Welcoa handout)
- Informal
- Guidance from health plan design (claims)
  - Claims data
  - Screenings

*After a program, evaluating effectiveness or outcomes is important.*



## Weight Management and Healthy Eating

- Key factors include:
  - Reliable and credible information
  - Nationally recognized information
    - Dietary Guidelines for Healthy Americans 2005
  - Practice within the scope of one's role
  - Respect of copyrighted material



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## Consider Company Resources

- Health Personnel
- EAP (Employee Assistance Program)
- Vendors
- Wellness Committee
- Wellness Champion(s)



## Consider Health Carrier Resources

- 24 hour phone support
- Free gym memberships
- Online educational resources
- Disease management programs
- Incentives
- Screenings (negotiated into contract)



## Free Available Resources

- Consortium's **Resource Directory**
- FHRI's Internet Resource List
- [www.mypyramidtracker.gov](http://www.mypyramidtracker.gov) found in:  
[www.mypyramid.gov](http://www.mypyramid.gov)
- Other Internet Resources
- Online newspapers
- Free community health fairs



*Free handouts provided*

## Influencing Worksite Culture

- Wellness Committee – give them power
- Office refrigerator
- Vending machines
- Cafeteria
- Meeting refreshments
- Brown bag lunches and walking
- Fruit/healthy snack dishes instead of candy



## Influencing Worksite Culture - con't

- Desk drawers and brief cases with healthy snacks
- Email healthy eating tips
- Newsletters (see samples in packet)
- Bulletin board/ common area communications
- Onsite programs (Weight Watchers, nutritionist)



## And....

- Lunch and learn
- Cooking class
- Healthy recipe contest
- Company healthy cookbook
- Nutrition quizzes and informational handouts from sites like WIN



# Smoke Free Workplace

**Martha Sanchez, RN, BSN, MBA**

**CEO**

**Miami-Dade Area Health Education Center**



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## The Costs of Smoking Employees

- Per CDC, a smoker costs his employer ~\$3,500/yr in medical costs, insurance, and sick time.
- Lost time:
  - 1 hr of smoking breaks/workday=250 hrs/yr .
  - Absent **6.5 dys/yr** > non-smokers= 50 hrs/yr more
  - Total = **300 hours** (15%) in a given year.
- Productivity costs:
  - non-smoker produces \$65,000/yr
  - smoker's productivity = -15% or \$55,000
  - cost to employer =  
**\$10,000/yr + ↑ insurance & medical costs.**



## Smoke Free Workplace

- Provide information on smoking cessation and resources
- Referrals to smoking cessation classes
- Establish a smoke free workplace policy
  - For assistance contact  
Miami-Dade County Health Department  
Tobacco Program  
Felicia Sutton  
Tel: (305) 234-5400 Ext. 2511  
E-mail: [Felicia\\_Sutton@doh.fl.us](mailto:Felicia_Sutton@doh.fl.us)



## FREE Smoking Cessation Classes

- Miami-Dade AHEC, Inc. offers **FREE** smoking cessation classes, information and resources for smokers. For more information contact us at:

Miami-Dade AHEC, Inc.  
Tobacco Cessation Program  
Tel: (305) 597-3640  
E-mail: [smokefree@mdahec.org](mailto:smokefree@mdahec.org)  
Website: [www.mdahec.org/quitnow](http://www.mdahec.org/quitnow)



# Increasing Physical Activity

**Stephanie Shorr**

Body Mechanics Fitness and Training



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## Increasing Physical Activity in the Workplace

### Simultaneous Approach

- Individual Activities
  - Onsite Options
- Offsite Opportunities



## Increasing Physical Activity in the Workplace

### Individual Activities

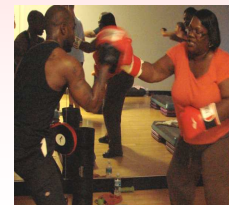
- America on the Move [www.americaonthemove.org](http://www.americaonthemove.org)
- Take the stairs
- Commit to 10,000 steps a day



## Increasing Physical Activity in the Workplace

### Onsite Options

- Biggest Loser Competition
- Exercise Classes or nutritionist  
(company paid or employee paid)
- Walking clubs
- “Zumba” during lunch
- Exercise at workstations



## Increasing Physical Activity in the Workplace

### Offsite Opportunities

- Form company teams for community walks and runs
- Organize after work pick up games
- Weekend softball games

*Great for team building too!*



## FLU-FREE MIAMI 2009-2010

### Influenza and its Prevention

Gabriel Zdircu

Passport Health Miami





## About Seasonal Flu

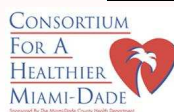
- In the US, each year, influenza and its complications result in an average of more than 200,000 hospitalizations, and 36,000 deaths
- In 2006, influenza cost US employers \$10.4 billion
- 70 million missed workdays
- Small companies, with 20 or 30 employees, face the risk that a flu outbreak can virtually shut down business for several days



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## Cold vs. Flu Symptoms

Symptoms	Cold	Flu
Fever	Rare	Characteristic, high (102-104°F); lasts 3-4 days
Headache	Rare	Prominent
General Aches, Pains	Slight	Usual; often severe
Fatigue, Weakness	Quite mild	Can last up to 2-3 weeks
Extreme Exhaustion	Never	Early and prominent
Stuffy Nose	Common	Sometimes
Sneezing	Usual	Sometimes
Sore Throat	Common	Sometimes
Chest Discomfort, Cough	Mild to moderate; hacking cough	Common; can become severe
<b>Complications</b>	Sinus congestion or earache	Bronchitis, pneumonia; can be life-threatening
<b>Prevention</b>	None	Annual vaccination; antiviral medicines - see your doctor
<b>Treatment</b>	Only temporary relief of symptoms	Antiviral medicines - see your doctor



## No Cost-Low Cost Protection Measures

To help mitigate and contain the spread of infection:

- Practice cough etiquette – use elbow, not hand
- Encourage hand washing - for 15-20 seconds
- Increase air exchange - maintain good ventilation in the office
- Personal Protective Equipment – N95 facemasks, hand sanitizers
- Practice social distancing
- Customer/Visitor Policies
- Avoid sharing of drinking cups and utensils
- Consider teleconferencing
- Review sick time policy
- Consider separate flu policy
- Consider pandemic preparedness plan



## Flu Prevention

***According to the Centers for Disease Control and Prevention (CDC), getting vaccinated is the single best way to help prevent seasonal influenza***

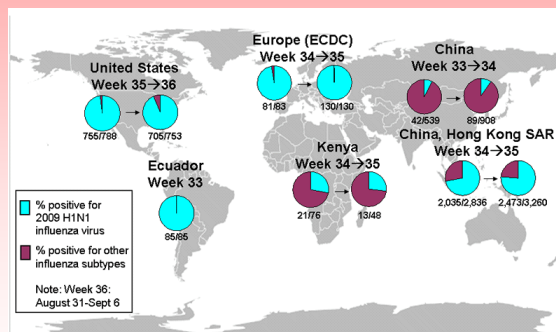
*Annual influenza vaccination is the best protection available against the disease, and provides a proven business advantage both to companies and their employees.*

***\$20 – 30 per person***



## Seasonal Flu vs. Novel H1N1 Virus

2009 H1N1 (referred to as "swine flu" early on) is a new influenza virus causing illness in people. This new virus was first detected in people in the United States in April 2009. The virus is spreading from person-to-person worldwide, probably in much the same way that regular seasonal influenza viruses spread.



It is anticipated that seasonal flu and 2009 H1N1 vaccines may be administered on the same day. However, we expect the seasonal vaccine to be available earlier than the H1N1 vaccine. Individuals are encouraged to get their seasonal flu vaccine as soon as it is available.

## Flu Treatment Conclusions

Sick individuals should stay at home until the end of the exclusion period, to the extent possible, except when necessary to seek required medical care.

Many people with influenza illness will continue shedding influenza virus 24 hours after their fevers go away, but at lower levels than during their fever. When people who have had influenza-like illness return to work, school, or other community settings they should continue to practice good respiratory etiquette and hand hygiene and avoid close contact with people they know to be at increased risk of influenza-related complications.



## Worksite Wellness Awards

April 9, 2010

11:30 a.m. – 1:30 p.m.

Location TBD

Tori Gabriel

Director of Education and Prevention  
Florida Heart Research Institute



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## Worksite Wellness Awards

### Goals:

1. to increase the number of effective worksite wellness programs recognized each year
2. to share best practices to improve existing programs
3. to promote the availability of Consortium resources



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## Worksite Wellness Awards

- Companies in Miami-Dade County are encouraged to submit application for award nomination!
- All company sizes (small, mid, and large) are encouraged to participate
- Nomination forms will be distributed in November, 2009 (available on web site)



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## Worksite Wellness Awards

- Please call or email Jacque Tarlton for a sponsorship package:
  - (305) 428-8687
  - [jacque@premiermeetingservices.com](mailto:jacque@premiermeetingservices.com)



[www.healthymiamidade.org](http://www.healthymiamidade.org)

# Thank you!!!



A special thanks to Fit2Go for providing today's healthy refreshments! [www.fit2gomeal.com](http://www.fit2gomeal.com)



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## Today's Presenters:

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- Debbie Stewart, [dbstewart@cvty.com](mailto:dbstewart@cvty.com)
- Martha Sanchez, [msanchez@mdahec.org](mailto:msanchez@mdahec.org)
- Stephanie Shorr, [bodymechft@gmail.com](mailto:bodymechft@gmail.com)
- Gabriel Zdircu, [gabriel@passporthealthmiami.com](mailto:gabriel@passporthealthmiami.com)
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*We thank you for coming!*

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