

A HEALTHY WORKPLACE = HEALTHIER EMPLOYEES (AND SAVES MONEY)

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NC Institute of Medicine
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Today's discussion will cover

- Web-based health solution for any size employer
 - Healthy Workplace Assessment
 - Automated workplace Prevention Report Card
 - Toolkits featuring evidence-based prevention policies, benefits, programs, and resources
- NC Employer Prevention Database
- Lessons Learned: capacity & outreach for employers to successfully implement worksite wellness

NC Prevention Partners

- NC Prevention Partners is a statewide leader in reducing preventable illness and early death in North Carolina caused by tobacco use, poor nutrition, physical inactivity and obesity.
- Our science-based policies, programs and tools make it easier for people to choose healthy options, especially at work.

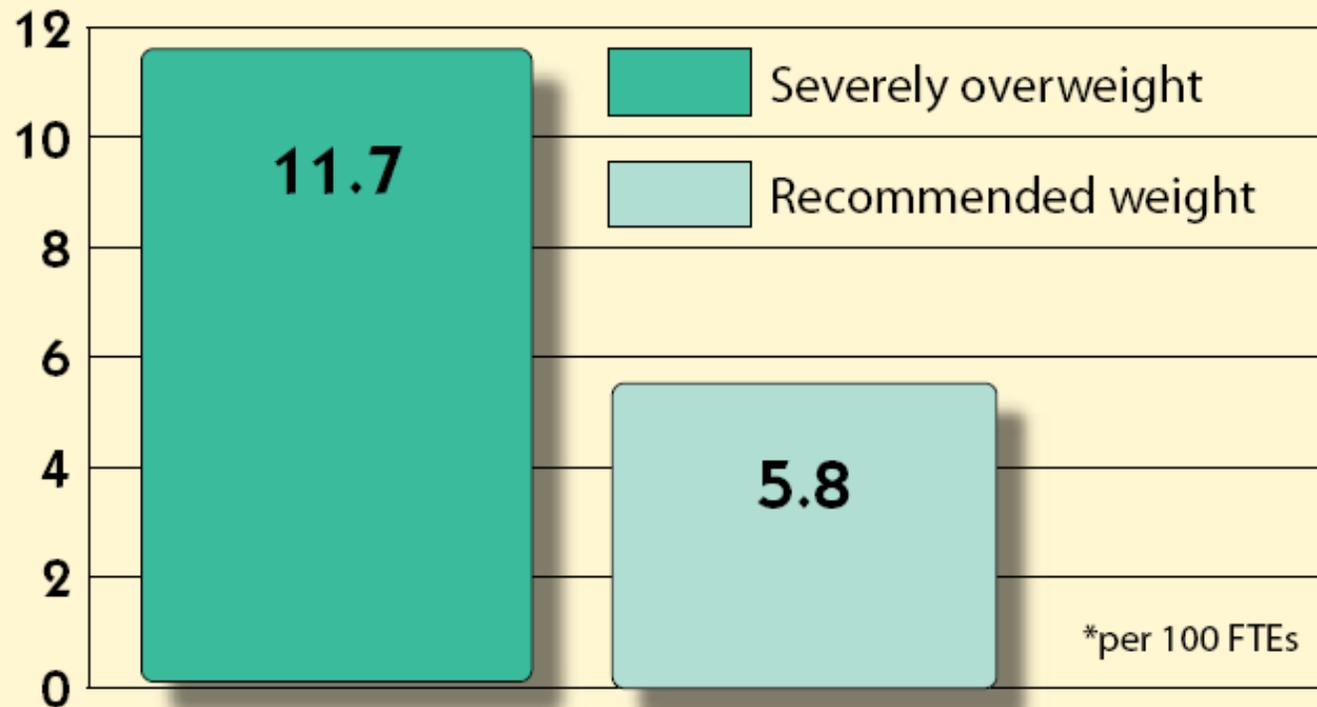
Costs NC at Least \$26B Per Year

	North Carolina ¹³	Per Employee ¹³	Per Resident ¹³
Tobacco Use ¹⁴	\$4.75 billion	\$1,051	\$536
Nutrition, Overweight and Obesity ¹⁵	\$12.1 billion	\$2,676	\$1,366
Physical Inactivity ¹⁵	\$8.970 billion	\$1,984	\$1,013
Total	\$25.82 billion	\$5,711	\$2,915

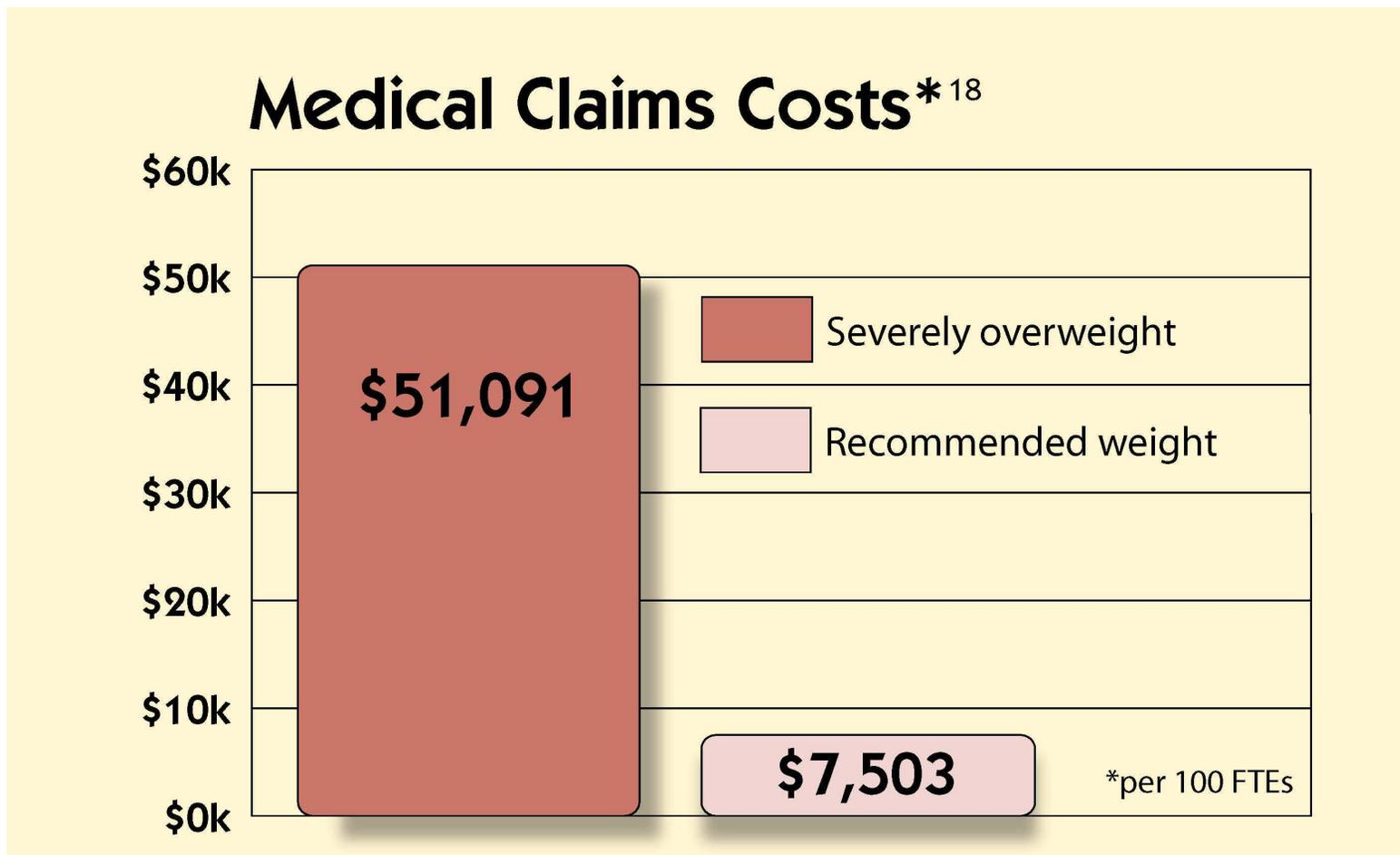
US Bureau of the Census, Fact Sheet: North Carolina, 2006.
 CDC Office of Smoking and Health, Smoking Attributable Morbidity, Mortality, and Economic Costs (SAMMEC), 2002.
 Be Active North Carolina, Inc., The Economic Cost of Unhealthy Lifestyles in North Carolina, 2005.

Very overweight workers have twice as many workers' comp claims...

Workers' Compensation Claims*¹⁸

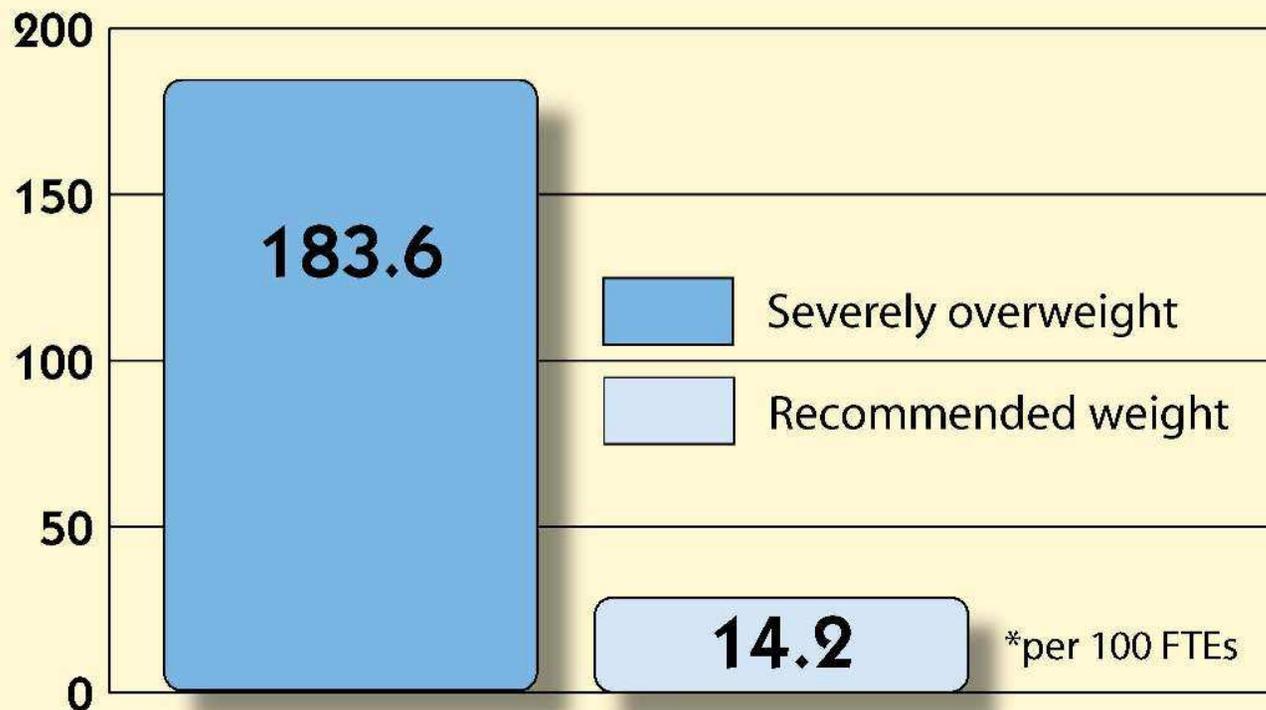


...Seven times the medical costs...



...And miss 13x more work days than employees at a healthy weight

Lost Workdays*¹⁸



Healthy Workplace Assessment

- What is the healthy workplace assessment?
 - 68-question online survey
 - 30-40 minutes to complete all three sections
 - Examines nutrition, physical activity and tobacco use policies, environments and benefits
- How did NCPP develop the assessment?
 - Based on gold standard for what works
 - Comprehensive assessment tool reviewed by national worksite wellness experts

Monitor, evaluate and make changes

- Make it easier for employees to be healthy
- Tool can be used by any size employer, even small businesses (< 50 employees) that don't have dedicated wellness staff
 - Highlights how well a business supports healthy behaviors among employees (report card)
 - Measures progress over time
 - Provides easy to use tools to establish sustainable policy changes, which help employees make healthy choices



DEMONSTRATION

www.ncprevention.com

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Getting Started

Contact Us

Prevention Partners

Log In

Welcome to the NCPP Healthy Workplace Assessment. The Assessment will ask questions about the health of your workplace policies and environments. Based on your responses, your worksite will receive a grade in each area (Physical Activity, Nutrition, Tobacco, or Patient Care). Please log in below to access the Assessment. If you have not created a user account, please click the [Getting Started](#) link.

Username

Password

Submit



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- Participant Profile
- Start the Assessment
- Change Password
- Log Out

Workplace Assessment Home

Welcome to the NCPP Healthy Workplace Assessment. Get your grades in 3 easy steps!

1. Click the link below to complete your Participant Profile.

[Participant Profile](#)

2. Once you've completed the Participant Profile, click the link below to start the Assessment. (Note: The Assessment has four sections – you will receive a grade for each section).

[Start the Assessment](#)

3. Review your grades. You will automatically receive a grade for each section that you complete.

Your Healthy Workplace Assessment Score

Section	Grade	Report
Physical Activity	Complete this Section	not avail.
Nutrition	Complete this Section	not avail.
Tobacco	Complete this Section	not avail.

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Assessment Home Page

Participant Profile

Start the Assessment

Log Out

Participant Profile

Participant Profile

COMPANY ABC

Page 1 of 3

Please review and complete the following questions so that we have a better understanding of the organization you represent. Here are two tips to get you started:

1. If you see a warning icon like , hold your cursor over the icon to see why the website is showing the warning.
2. Fields having labels in **bold** text are required.

Worksite Name:	<input type="text" value="COMPANY ABC"/>
First Name:	<input type="text" value="Whitney"/>
Last Name:	<input type="text" value="Davis"/>
Title:	<input type="text" value="HR"/>
Email Address:	<input type="text" value="whitney@wellness.com"/>
Phone Number:	<input type="text" value="919-969-7022"/>
Address:	<input type="text" value="88 Vilcom Circle"/>
Address 2:	<input type="text"/>
City/Town:	<input type="text" value="Chapel Hill"/>

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Assessment Home Page

Physical Activity Policies
and Environment

Nutrition Policies and
Environment

Tobacco Use Policies and
Environment

Log Out

NCPP Healthy Workplace
Assessment

Physical Activity Policies and Environment Education

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1. Does your worksite **educate** employees about the importance of physical activity? [Examples](#)

Yes No Don't know

If yes, please briefly describe the education that you provide:

Monthly emails and bulletin boards



EXAMPLES

For example, through exercise awareness, promotional campaigns, or wellness bulletin boards

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Assessment Home Page

Physical Activity Policies
and Environment

Nutrition Policies and
Environment

Tobacco Use Policies and
Environment

Log Out

NCPP Healthy Workplace
Assessment

Physical Activity Policies and Environment Policy/Environment

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2. Does COMPANY ABC have a **policy** in place that provides employees with paid time to exercise during each work day?

Yes No Don't know

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Assessment Home Page

Physical Activity Policies
and Environment

Nutrition Policies and
Environment

Tobacco Use Policies and
Environment

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NCPP Healthy Workplace
Assessment

Physical Activity Policies and Environment Policy/Environment

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3. While at work, do employees have easy **access** to exercise facilities and / or equipment located either in the worksite or near the worksite?

Examples

Yes No Don't know

If yes, please describe:

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NCPP Healthy Workplace
Assessment

Assessment Home Page

Physical Activity Policies
and Environment

Nutrition Policies and
Environment

Tobacco Use Policies and
Environment

Log Out

Physical Activity Policies and Environment Policy/Environment

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4. Do employees have easy access to shower facilities?

Yes No Don't know

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Physical Activity Policies
and Environment

Nutrition Policies and
Environment

Tobacco Use Policies and
Environment

Log Out

NCPP Healthy Workplace
Assessment

Physical Activity Policies and Environment Resources

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5. Does COMPANY ABC organize physical activity opportunities? [Examples](#)

Yes No Don't know

If yes, please describe:

Bimonthly walks on local trails

Other questions address:

- Incentives to promote physical activity
- Access and promotion of health insurance benefits that support physical activity
- Barriers to instituting wellness policies

Company ABC received a “C” in Physical Activity

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Your Healthy Workplace Assessment Score

Section	Grade	Report
Physical Activity	C	View
Nutrition	Complete this Section	not avail.
Tobacco	Complete this Section	not avail.

[View the Physical Activity Toolbox](#)

Physical Activity Toolbox

[Home](#) | [Get Started](#) | [Sample Policies](#) | [Benefits](#) | [Cost Worksheets](#)

Thank you for taking our Healthy Workplace Assessment! NC Prevention Partners is dedicated to helping your worksite promote physical activity through stronger policies. The resources in this toolbox will help you begin the policy process or expand your current policy.

Get Started!

- [Quick Start Steps](#)
- [Action Plan](#)

Sample Policies

- [Sample Policy 1](#)
- [Sample Policy 2](#)



Benefits

- [Preventive Benefits Profile](#)

Cost Worksheets

- [Healthcare Costs Worksheet](#)
- [Prevention & Wellness Investments Worksheet](#)
- [Employee Population Profile](#)

Nutrition Toolbox

[Home](#) | [Get Started](#) | [Access](#) | [Pricing](#) | [Marketing](#) | [Benefits](#) | [Education](#)

Thank you for taking our Healthy Workplace Action Plan. NC Prevention Partners is dedicated to helping you promote healthy eating through stronger policies for vending machines, cafeterias, snack shops, catered events and more. A comprehensive approach is provided.

A Comprehensive Approach to the Obesity Epidemic



Two out of three adults are overweight and youth are at an all-time high. The obesity epidemic is the worst in the history of the United States. Related health care costs are estimated at \$12 billion annually. Most employers do not have a policy for their employees. In fact, that most worksites do not have a policy. Far fewer worksites have healthy food options than fast-food restaurants. The average of 600 calories.

Download the [Obesity Fact Sheet](#) to learn more about the growing obesity epidemic.

Most worksites are doing something to promote healthy foods, but it will take a comprehensive approach to allow healthy policies help you make long-term lifestyle changes.

Healthy Food Environment Guidelines

1. Increase [Access](#) to Healthy Foods
2. Use [Pricing](#) Structure to Encourage Customers to Purchase Healthy Items
3. Promote Healthy Foods using proven [Marketing](#) Techniques
4. Structure [Benefit](#) Design and/or Wellness Incentives to Encourage Healthy Behaviors
5. Offer [Educational Materials](#) to Promote Awareness and Adoption of Healthy Behaviors

These guidelines should be applied to all places on campus where food and beverages are sold or provided, including cafeterias, vending machines, catering, food carts, shops and other eateries.

Ready to Get Started?

Please visit the [Creating and Maintaining a Healthy Food Environment](#) page and see how to get started!

Look for the **Ready, Set, ACTION Plan!** section on each page to help you fill out your Action Plan right away.

Tobacco-Free Policy Toolbox

[Home](#) | [Facts](#) | [Get Started](#) | [Communications](#) | [Compliance](#) | [Benefits](#)

Thank you for taking our Healthy Workplace Assessment! NC Prevention Partners is dedicated to helping your worksite develop a 100% Tobacco-Free Worksite policy that protects your employees, clients and visitors from the toxic effects of second-hand smoke and supports them in their efforts to quit.

The resources in this toolbox will help you begin the policy process, expand your current policy, or address ongoing compliance issues.

Steps for Creating a 100% Tobacco-Free Worksite

1. Get the Facts:
[Why Go Tobacco-Free](#)
2. Get Started:
[How to Go 100% Tobacco-Free Campus Wide](#)
3. Communicate the Policy:
[Communications in the Worksite](#)
4. Increase Compliance:
[Compliance in the Worksite](#)
5. Offer Preventive Benefits:
[Preventive Benefits Profile](#)



Ready to Get Started?

Please visit the [How to Go 100% Tobacco-Free Campus Wide](#) page and see how to get started!

Sample Reports: Individual Business

Includes feedback on how to improve your grade

SAMPLE



NC PREVENTION PARTNERS

Healthy Workplace Initiative
Section Summary Report for an Individual Employer
May 20, 2009

Company Name: Employer 1
Assessment Date: March 29, 2009
Contact: John Smith

Physical Activity	C
Nutrition	B
Tobacco	F

Physical Activity Policies and Environment

Education

1. Does your worksite educate employees about the importance of physical activity?

Answers	My Answer	Preferred Answer
Yes	X	X
No		
Don't Know		

Sample Reports: Aggregate Data

Additional
aggregate
reports
available



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Healthy Workplace Initiative

Summary Grade Report for CHARLOTTE Employers

May 20, 2009

	A	B	C	D	F
Physical Activity	6%	12%	12%	23%	37%
Nutrition	5%	14%	36%	21%	24%
Tobacco	14%	19%	23%	25%	19%

Grade percentages for all employers participating in Charlotte

Assessment RESULTS to date

Since October 2008, 62 workplaces have completed the assessment:

- Industry sector: hospitals (51%), government (18%)
- 62% have more than 750 employees
- **Grades:**

	A	B	C	D	F
Physical Activity	4.3%	34.8%	37%	15.2%	8.7%
Nutrition	0%	6.7%	84.4%	2.2%	6.7%
Tobacco	24.4%	14.6%	41.5%	0%	0%

NC Employer Prevention Database

- State funds should be focused on state and local government worksites first, then small businesses
- Make data public through State Center and as part of NC-CATCH (community assessment) data
- Run queries by county, region, by sector and look at trends over time
- Identify differences in policies, environments and capacity for prevention to target outreach for training and technical assistance

Lessons Learned: Capacity & Outreach

High dose:

- Tobacco-Free hospitals
- NC Department of Transportation

Moderate Dose:

- Prevention Institutes
- Local Community Forums- Sandhills, Burlington

Low Dose:

- Collaborations with natural networks
- Individual businesses

Tobacco-free hospitals

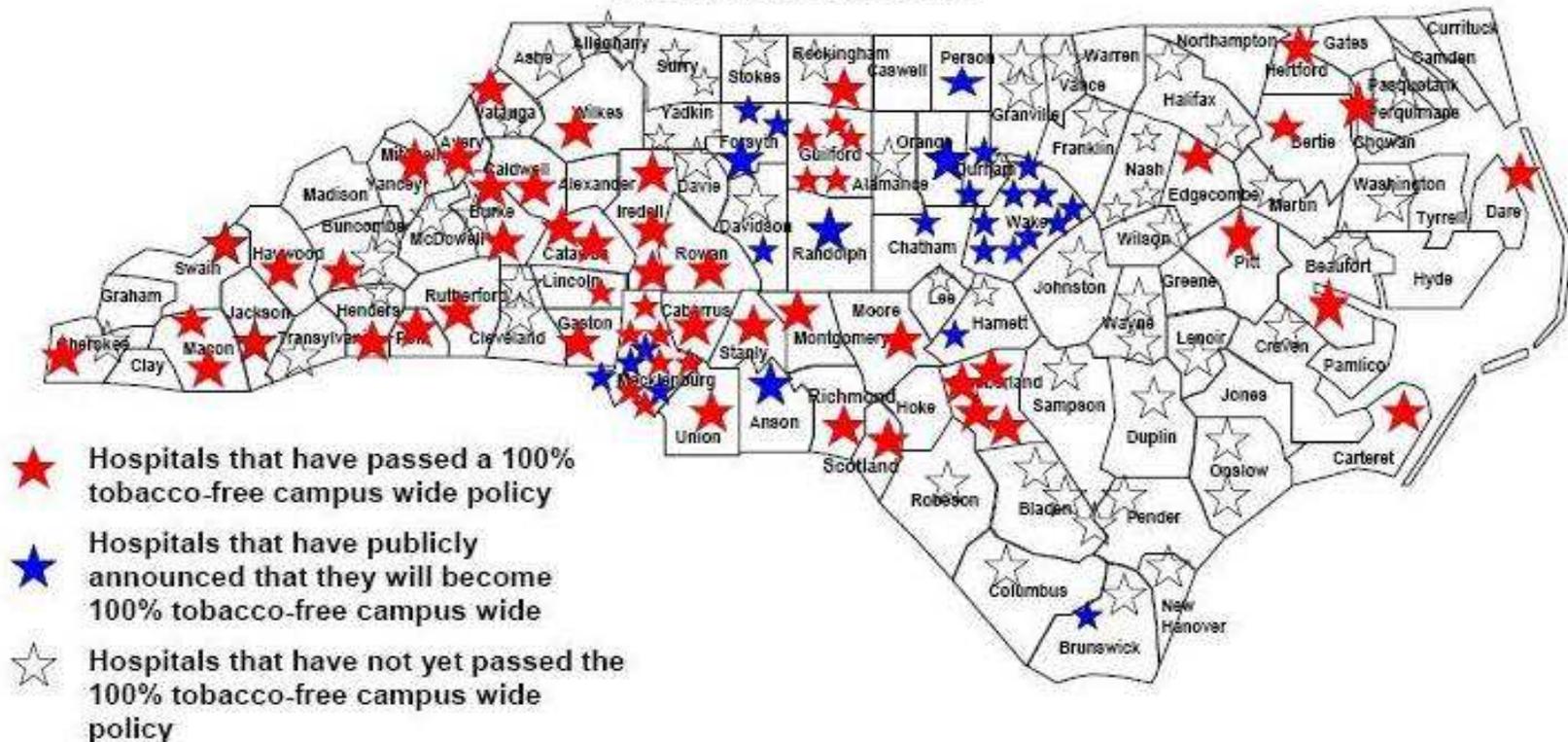
- Grant support for 130 acute care hospitals over 3 years.
- Generous support & strong leadership from The Duke Endowment AND strong association leadership from the NC Hospital Association Foundation board and staff
- Advisory Committee & 3 Centers of Excellence
- Two staff focusing exclusively on tobacco-free campuses: executive buy-in, guide wellness teams, present to board of trustees, timeline, action plan, policy, benefits, communications, compliance, education, measuring impact.
- Multiple site visits, individual calls & emails, e-letters to entire group, monthly t.a. calls, map & promote progress.

In 2006, most NC hospitals didn't have tobacco-free campus policies



The Healthy Hospital Initiative supports hospitals to establish campuses that are 100% tobacco-free.

Last updated on 10/30/06



By summer 2009, all NC hospitals will have passed 100% tobacco-free policies



The Healthy Hospital Initiative helps hospitals establish 100% tobacco-free campuses, provide comprehensive cessation support, and build tobacco-free communities.



Healthy Hospital Initiative

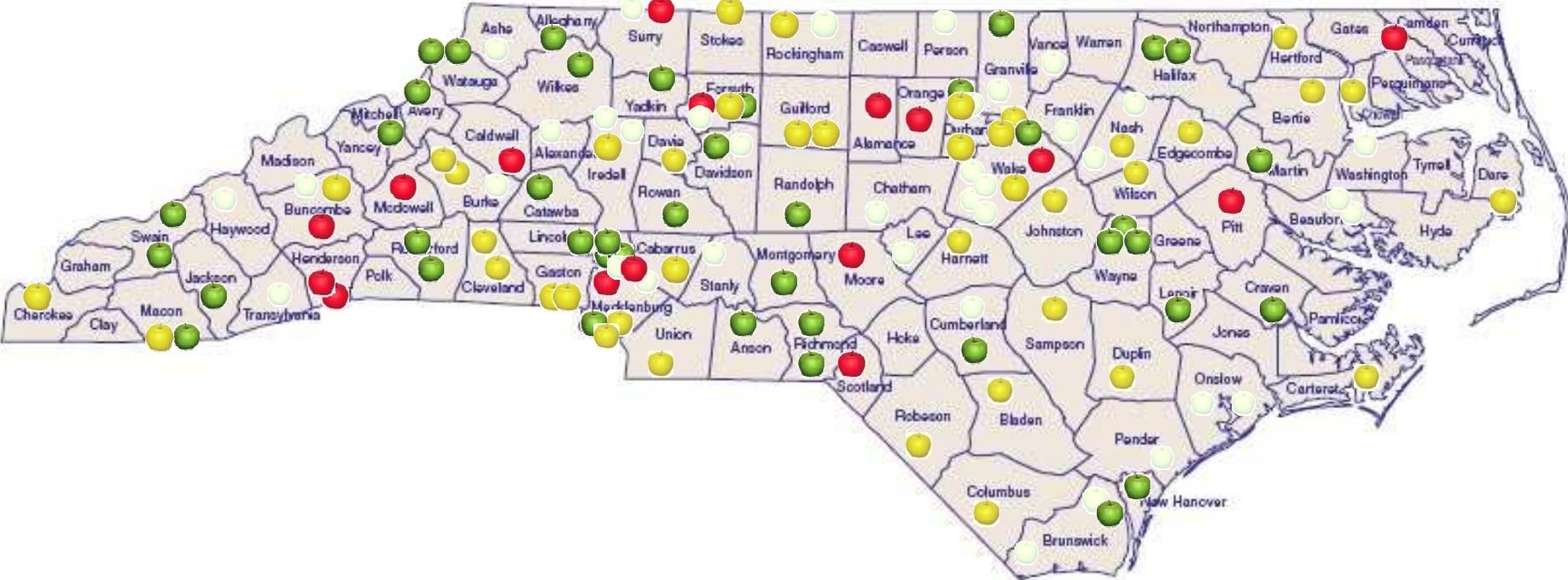


- ★ 121 Hospitals that have passed 100% tobacco-free campus wide policies
- ★ 6 Hospitals that have publicly announced that they will become 100% tobacco-free campus wide
- ★ 0 Hospitals that have started the policy development process, but not yet announced when they will become 100% tobacco-free campus wide
- ★ 0 Hospitals that NCPP and the NC Hospital Association have contacted to inform them of the policy initiative
- ★ 7 Veterans Affairs and Psychiatric Hospitals

The Healthy Hospital Initiative is managed by NC Prevention Partners (www.ncpreventionpartners.org) and is funded by The Duke Endowment in partnership with the NC Hospital Foundation. For more information, contact Melva Fager Okun, DrPH, at melva@ncpreventionpartners.org or 919.969.7022 ext. 202; NC Prevention Partners, 88 Wilcom Circle, Suite 110, Chapel Hill, NC 27514.

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Healthy Food Environment in Hospitals



	<p>Implemented all Principles, achieving a Healthy Food Environment, and have an action plan for continuous improvement.</p>		<p>Implemented 1- 4 Principles and have an action plan to fully implement a Healthy Food Environment.</p>
	<p>Implemented 1-4 Principles and have shown interest in implementing a Healthy Food Environment.</p>		<p>Been contacted by NCPP about implementing a Healthy Food Environment.</p>

- The five Principles of a Healthy Food Environment are:
1. Access
 2. Pricing
 3. Marketing
 4. Benefits & Incentives
 5. Education

NC DOT

Worksite Wellness Initiative

- NCPP is leading an initiative at the NC DOT in partnership with State Health Plan with support from AstraZeneca.
- Engaged Dr. Laura Linnan and Dr. Mike Bowling, UNC School of Public Health, to assess impact of organizational policy changes and individual interventions on health and cost outcomes.
-
- NCPP is offering healthy worksite assessment to all NC state departments.

Local Community Forums

Prevention Institutes – 2 day intensive worksite wellness



In 2005-2006, piloted tool in Orange & Hertford counties, with health department & chamber inviting businesses.

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Since 2006, held seven regional Prevention Institutes.



Collaborations with natural networks

- ▣ Speaking at annual meetings and seminars of health underwriters, chambers, health departments and other interested partners



- ▣ Individual businesses obtain access to healthy worksite assessment, tools and ongoing support through membership via webinars and online access

Appendix

- About NC Prevention Partners
- NCPP Board of Directors
- Contact information
- For more information, go to:
www.ncpreventionpartners.org

About NC Prevention Partners

- Guide hospitals: tobacco-free campus initiative, healthy foods, cessation systems
- Zone Health youth obesity prevention program – help districts improve nutrition and physical activity
- Partner with health insurance plans to profile preventive benefits & convene health plan roundtables to increase preventive benefits coverage
- Publish state and local NC Prevention Report Cards, tracking NC's progress to national and state goals

Board of Directors

- Peg O'Connell - National Forum Heart Disease & Stroke Prevention
- Gregg Stave, MD, JD, MPH - National Consultant, Occupational Medicine
- Gary Park - UNC HealthCare
- Pam Highsmith - Alice A. Poe Center for Health Education
- Chuck Frock - FirstHealth
- John Currin- Alamance Regional
- Bob Parker - WFUBMC
- David Moore – NC Association of Health Underwriters
- Diana Mason - Scott Benefits
- Chris Kennedy - Walgreens
- William Pully – NC Hospital Association
- Ken Lewis - FirstCarolinaCare
- Dr. Eugenia Komives - BCBSNC
- Denese Lavender - NC DOT



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