



Prevention Action Steps for Employers

Prevention for the Health of North Carolina

<http://www.nciom.org>

A healthy employee is a more productive employee. Healthy employees have fewer sick days and lower medical costs. Employee health is influenced by the work environment, worksite policies, and health insurance offered. A key component to keeping employees healthy is to make preventive services easily accessible and affordable. By following the Prevention Action Steps listed below, you can improve the health of your employees and your business.

Keep employees tobacco-free.

- ✓ Develop and enforce 100% tobacco-free policies at your worksite, campus-wide.
- ✓ Offer health insurance coverage and incentives to motivate employees and their families to quit tobacco use.
- ✓ Promote the NC Quitline at 1-800-QUIT-NOW (1-800-784-8669) and encourage tobacco users to call for help in quitting.



Promote good nutrition.

- ✓ Promote healthy foods and drinks in cafeterias, break rooms, and vending machines at all times.
- ✓ Ensure healthy foods are visible and accessible to everyone.
- ✓ Post nutrition information at point-of-selection and use icons to identify healthy items.
- ✓ Modify and/or establish vendor contracts to bring in healthy foods and beverages.
- ✓ Regularly host a farmers' market or provide a farm stand.



Promote physical activity.

- ✓ Implement worksite policies and practices that promote physical activity among your employees such as:
 - Posting signs by elevators and at stairwells to encourage employees to use the stairs.
 - Providing on-site exercise facilities or benefits to encourage physical activity, such as discounts to a local gym.

Create a safe working environment.

- ✓ Reduce environmental risks and potential hazards that can cause injury in the workplace.
- ✓ Enforce all environmental standards and provide a safe working environment, such as ensuring that smoke alarms and carbon monoxide detectors work.

Provide coverage for preventive services.

- ✓ Be sure the health insurance you offer covers the current US Preventive Services Task Force's recommendations for screening, counseling, and treatment, including those for tobacco use, nutrition, obesity, alcohol and substance abuse, depression, and sexually transmitted diseases including HIV.
- ✓ Encourage your employees to get the recommended preventive health care services.



Implement a comprehensive worksite wellness program.

- ✓ Provide health education and health promotion programs to support behavior change.
- ✓ Create a social and physical environment that supports healthy behaviors and reduces risks.
- ✓ Make worksite wellness a part of your organizational structure.
- ✓ Link comprehensive worksite health promotion to related programs such as employee assistance programs.
- ✓ Provide worksite screenings with follow-up education and appropriate referrals.

STATE RESOURCES

General

- NC Prevention Partners, NC Good Health Directory. <http://www.ncpreventionpartners.org/dnn/WhatWeDo/Resources/NCGoodHealthDirectory/SearchResources/tabid/168/Default.aspx>

Worksite Wellness Assessment Tools

- NC Prevention Partners, WorkHealthy Assessment. <http://www.ncpreventionpartners.org/dnn/WhatWeDo/Programs/WorkplaceHealthInitiative/tabid/75/Default.aspx>
- Eat Smart, Move More North Carolina Worksite Wellness Toolkit. <http://www.eatsmartmovemorenc.com/Worksites.html>

Tobacco

- NC Quitline. 1-800-QUIT-NOW (1-800-784-8669). <http://www.quitlinenc.org>

Nutrition and Physical Activity

- Eat Smart, Move More North Carolina. <http://www.eatsmartmovemorenc.com>

NATIONAL RESOURCES

Worksite Prevention Strategies

- CDC Guide to Community Preventive Services. <http://www.thecommunityguide.org/worksite/index.html>

Worksite Prevention Guides and Health-related Publications

- Partnership for Prevention Workplace Guide. <http://www.prevent.org/Worksite-Health/Investing-in-Health-Workplace-Guide.aspx>
- National Business Group on Health. <http://www.businessgrouphealth.org/publications/index.cfm> and *The Business Case for Prevention: Why Investing in Prevention is Good for Business*. <http://www.businessgrouphealth.org/preventive/businesscase/index.cfm>

Clinical Guidelines

- US Preventive Services Task Force. <http://www.ahrq.gov/CLINIC/uspstfix.htm>

The above Action Steps were excerpted from recommendations in *Prevention for the Health of North Carolina: Prevention Action Plan*, a collaborative project of the North Carolina Institute of Medicine and the North Carolina Division of Public Health, and have been modified for specific audiences.

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