



*Well at Work*

NORMAN REGIONAL

***EMPLOYEE WELL-BEING FOR  
REAL WORLD PRACTICE***

**SEPTEMBER 14, 2023**

# ***WELL AT WORK***

**Wellness programs improve employee health behaviors- Healthy behaviors lead to lower health risks, lower health risks lead to less chronic disease, and has fewer health care costs.**

**Wellness programs improve productivity. Unhealthy individual lifestyle choices may result in substantially higher levels of lost of productive work time.**

**Effective wellness programs demonstrate high levels of engagement, improve healthy behaviors, result in lower health care costs, and improve employee morale and productivity.**

**Well-being-** Encompasses employee mental health, physical health and more

**Wellness-** Wellness is an important element of overall wellbeing

**Well at Work Team-** Established in 2002. Over 15 departments represented.

Member of the OK Hospital Association Work healthy Hospital Initiative  
Certificate of Excellence- Oklahoma Certified Healthy Business  
Certified Breastfeeding Friendly Worksites-Gold Star  
Certified Trainer in CDC Work@Health



# **WELL AT WORK**

**Well@Work Vision:** “Getting us all to a healthier place”

## **Well@Work Mission:**

- Enhance organizational health by fostering interest in well-being and encouraging healers to initiate or expand healthier lifestyles**
- Offer diverse well-being programs which meet a wide range of personal health needs**
- Provide recognition to healers for participating in healthier lifestyle activities**
- Decrease burnout and improve mental well-being**
- Develop a positive health system culture that is focused on celebrating and improving the quality of life for all healers**

# LEADERSHIP SUPPORT

- Annual Strategic Plan
- Advisory Board
- Recruitment and Retention
- New Wellness Incentive Program
- Spirit of Wellness award

# 2022 GOALS MET

- Create and implement Wellness Ambassador program (29 ambassadors)
- Improve healer engagement by 30% in wellness activities/programs
- Improve healer engagement by 10% in wellness incentive program.
- Increase Spirit of Wellness award nominations
- Improve mental/emotional health for NRHS healers by 20% in 2022.



## WELLBEING

### Oasis Rooms



In February 2022, the Spring 2021 Critical Care Group which consisted of Brandi Davis, Elana Kennedy, Maria Peralta, Alicia Rickner and Brittani Wells presented to leaders on: Coping with Stress in the Acute Care Setting. One of the many interventions that was presented on strategies for staff to deal with stress was the concept of having a space set aside to regroup after a very stressful and emotional event. After the presentation leadership began the implementation process by identifying potential space for rooms on both main campuses. Cassie Chaffin and Amber Browning worked with the group to write a grant request to the foundation to fund the items needed for the rooms. The grant was approved and the rooms are now open and available for our healers to utilize when they need to get away for a moment to regroup and recharge during the shift to be better able to provide exceptional care. The rooms are meant to provide a space for healers to practice self-care during their scheduled shifts.

Each room was able to be equipped with a massage chair, calm lighting, sound machine and images of nature as a result of the generous donations to the iGive campaign. The Porter Campus Oasis Rooms are located on 3NE and outside of ICU by the E elevator. The HealthPlex campus Oasis Rooms are located on the third floor across from room 3733.

Please note: Healers are asked to limit their time in the rooms to 15-20 minutes. Department break rooms or the cafeterias should be continued to be used for lunch breaks and any breaks with food consumption.



# WELLNESS INCENTIVE PROGRAM: 2023 NEW TIERED PROGRAM



1. Get your blood drawn for a fasting lipid profile and HbA1c at any NRHS lab location free of charge.

## THE GREAT BIG DEAL IS HERE!

The Great Big Deal is the new **tiered** NRHS Wellness Incentive Program. In the new Wellness Incentive Program, you will have extra money added to your paycheck for each consecutive year you complete each step in the Wellness Incentive Program.

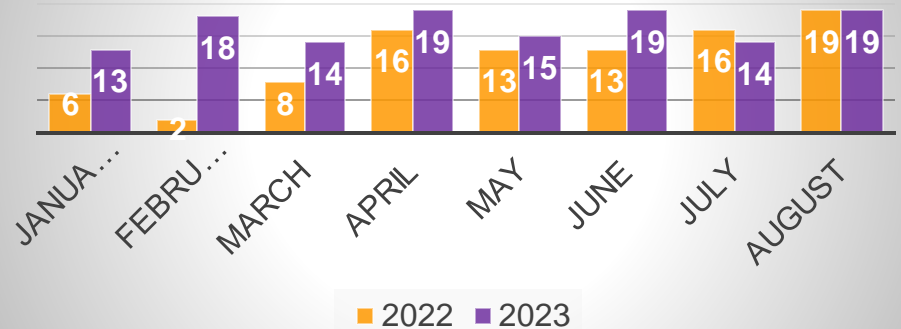
2. Schedule a wellness visit with your provider. Review lab results and have provider fill out the NRHS Wellness Visit form.

Tier 1	\$50
Tier 2	\$60
Tier 3	\$75
Tier 4	\$85
Tier 5	\$100

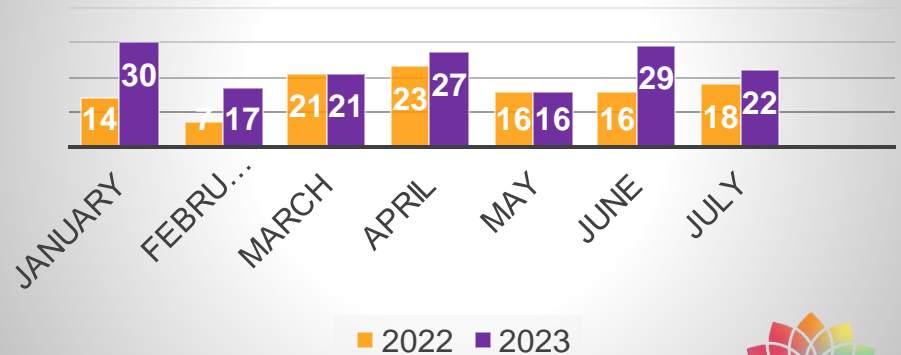
3. Turn in wellness visit form to Health Promotion and receive money added to your next paycheck!

For more information, forms and frequently asked questions, visit the Well at Work Healer Hub page.

### Participants: 2022 vs 2023



### FREE Lipid Profile & HbA1C 2022 vs 2023





# SPIRIT OF WELLNESS AWARD

- Annual recognition of healers for making substantial changes in nutrition, physical activity, spiritual/emotional well-being, and help facilitate a culture of well-being in the workplace.
- QR code and online nomination form
- Peer and Self Nominated
- Award ceremony with leadership, family, friends, and peers.

## Spirit of Wellness Award Winners

The Spirit of Wellness Award is given quarterly to those employees who have made healthy living a priority, and encourage others to make lifestyle changes.

▶ [learn more](#)



# HEALER VALUES AND ENGAGEMENT

## Food as Medicine

- Balance Bite Meals
- National Nutrition Month
- Healer Food Pharmacy

## Movement as Medicine

- New Fitness Works with HPX expansion
- Grant monies for new equipment
- 100 miles in 30 days challenge
- Discounted activity trackers for healers

## Emotional/ Mental Well-being

- Develop a EAP campaign (Nov/Dec 2023 Kickoff)
- Baseline data from EAP
- Pet therapy
- Yoga moments
- Add EAP question to annual wellness survey
- Collaborate with Well-being team

## Management support

- Wellness Ambassadors from their dept.
- Support staff when they participate in wellness activities.
- Post wellness information in departments



# HEALER VALUES AND ENGAGEMENT

## Wellness Recognition

- Spirit of Wellness award nominations and celebration in August
- Spirit of Wellness video

## Physical Health

- Tiered Wellness Incentive program
- Free lipid and HbA1c
- Partner with OSDH for Arthritis grant
- Biggest Winner Contest
- OKC Marathon discount
- Jackpot challenge

## Communication

- Healer Hub wellness Wednesdays
- Instagram 3 x weekly posts
- Flyers
- Group pages for wellness ambassador, pet therapy, etc.

## Miscellaneous

- Gardening class/challenge
- Basic home maintenance class
- Herb gardens
- Infrared light in oasis rooms
- Blue blocker glasses for healers

# WELLNESS CHALLENGES

OCTOBER NRHS WELLNESS  
HAPPENING

## Fall into Reading

- To participate in the reading challenge log your minutes reading or listening to books in the month of October.
- You must reach 500 reading or audio minutes by end of challenge to qualify for prize drawings.



OCTOBER 1- OCTOBER 31, 2022

Scan QR code to download reading log.



## Water You Waiting For? Hydration Challenge

Challenge dates 2/1/23-3/7/23

Log the required water consumption for your name to be entered into a prize drawing to win a 32 oz Hydroflask water bottle.

Go to Healer Hub to download water log or email [abrowning@nrh-ok.com](mailto:abrowning@nrh-ok.com)



### Upcoming Event:

December/January – “You Matter” 988 Campaign

- Mental/Emotional Well-being
- Burnout and Resiliency Event
- Focus on EAP and topics
- Yoga with Alpacas
- Provide EAP support groups

## NRHS Get Outside and Get Movin! Team Challenge

100 Miles in 30 DAYS

June 12th-July 11th, 2023

- Each team will be made up of 2-4 people.
- Enter your miles each day you move on a tracking sheet provided.
- Weekly prize drawings if you snap a picture enjoying the outdoors.
- Go to Healer Hub to sign up and learn more about the challenge.





# BIGGEST WINNER RESULTS OCTOBER 2022

- 39 out of 72 completed-54% completion rate  
30 female  
9 male

Total weight loss is # 351.1

Average weight loss- #10

The highest amount of weight loss- #22.4

- 19 participants had a 0%-2% body fat loss
- 11 participants had a 3%-5% body fat loss
- 9 participants had a 6% or more body fat loss

1<sup>st</sup> Place Winner-\$3,285.00 w/11.474% body fat loss

2<sup>nd</sup> Place Winner- \$1,095.00 w/ 10.336% body fat loss

3<sup>rd</sup> Place Winner- \$547.50 w/ 9.471% body fat loss



# Questions???

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*Follow the Wellness Team*

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*@NRHSWellatWork*

