



Office of Clinical and Preventive Services  
Division of Clinical and Community Services



2019

**NATIONAL  
&  
COMMUNITY-BASED  
SERVICES**

CONFERENCE

# Worksite Wellness

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Area Urban Coordinator

Phoenix Area Office



# Worksite wellness

Employee wellness programs enhance the professional development and skills of the employee. A healthier workforce can produce lower health care costs, lower employee turnover and support recruitment and retention efforts.

This session will provide an overview of two IHS employee wellness programs offered in Phoenix, AZ and Anchorage, AK. Participants will learn the steps to implement a worksite wellness program and other best practices to encourage employee participation in health and wellness activities.

# IHS Health Promotion Disease Prevention Program

- The goal of the IHS Health Promotion Disease Prevention Program is to support people in honoring shared values for health by building on individual, family, community strengths and assets.
- We understand our role as health promoters acting as facilitators and collaborators for effective delivery of health promotion and chronic disease prevention programs.
- Shared Values that guide our work include the following:
  - **Community Owned Wellness**
  - **Building Trust and Partnerships**
  - **Sharing Stories and Experiences**
  - **Honoring Tradition and Culture**
  - **Holistic Approaches**



# Alaska Native Health Campus



**Vision:** Alaska Native people are the healthiest people in the world.

**Mission:** Providing the highest quality health services in partnership with our people and the Alaska Tribal Health System



# Worksite Wellness Health Promotion - ANTHC

- Lies within the Wellness & Prevention Department, Community Health Services.
- Wellness & Prevention Vision
  - Promote wellness through culturally responsive prevention services



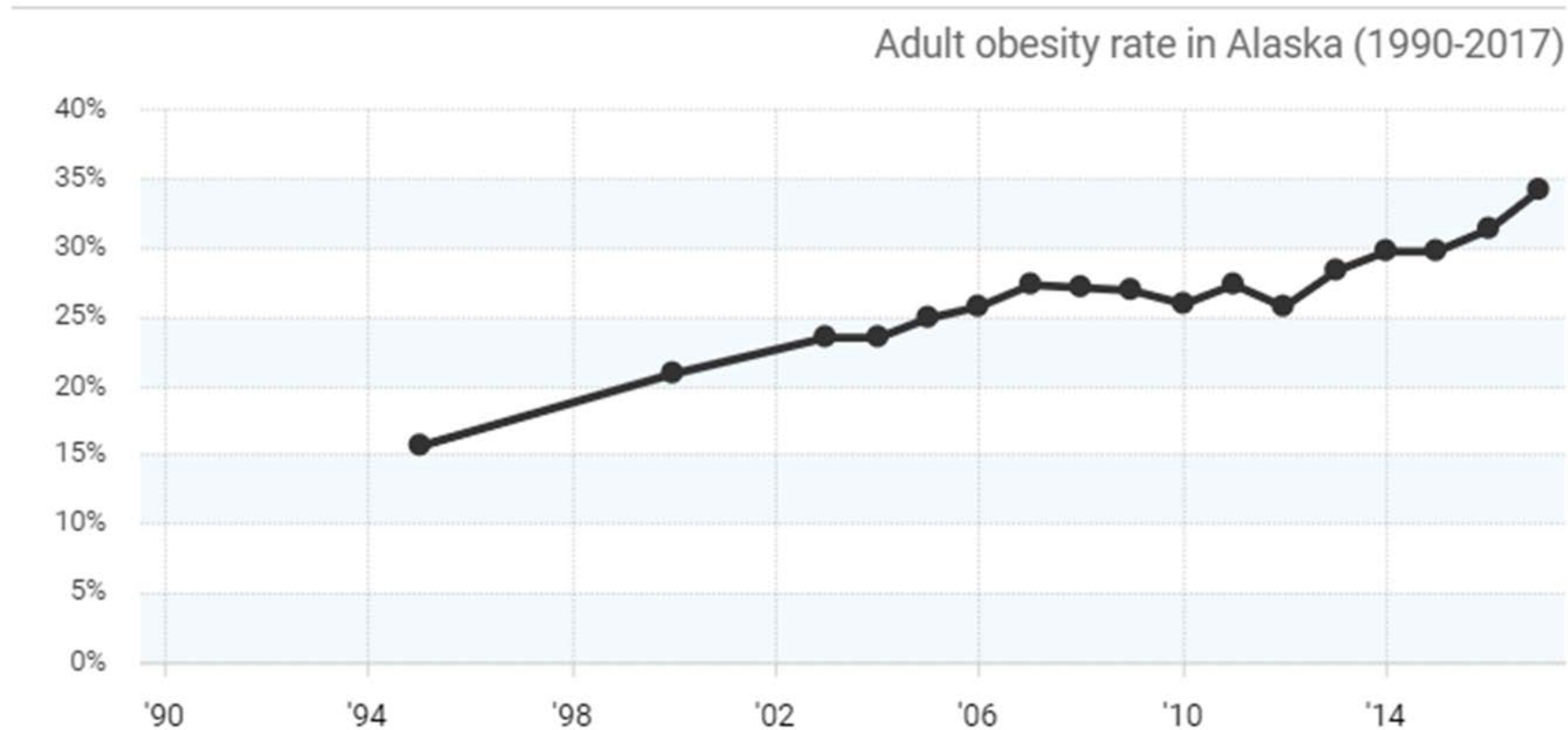


# Alaska Native Health Campus



# Obesity in Alaska

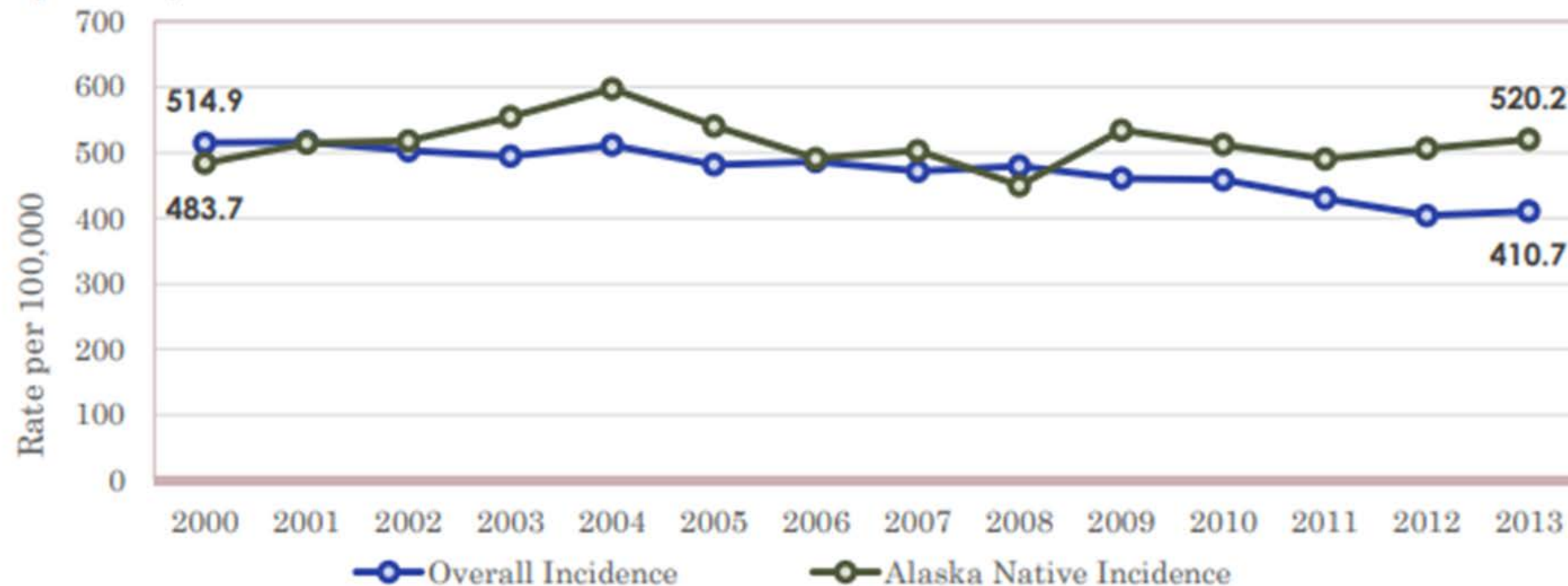
## Rise in obesity among Alaska adults



# Cancer in Alaska

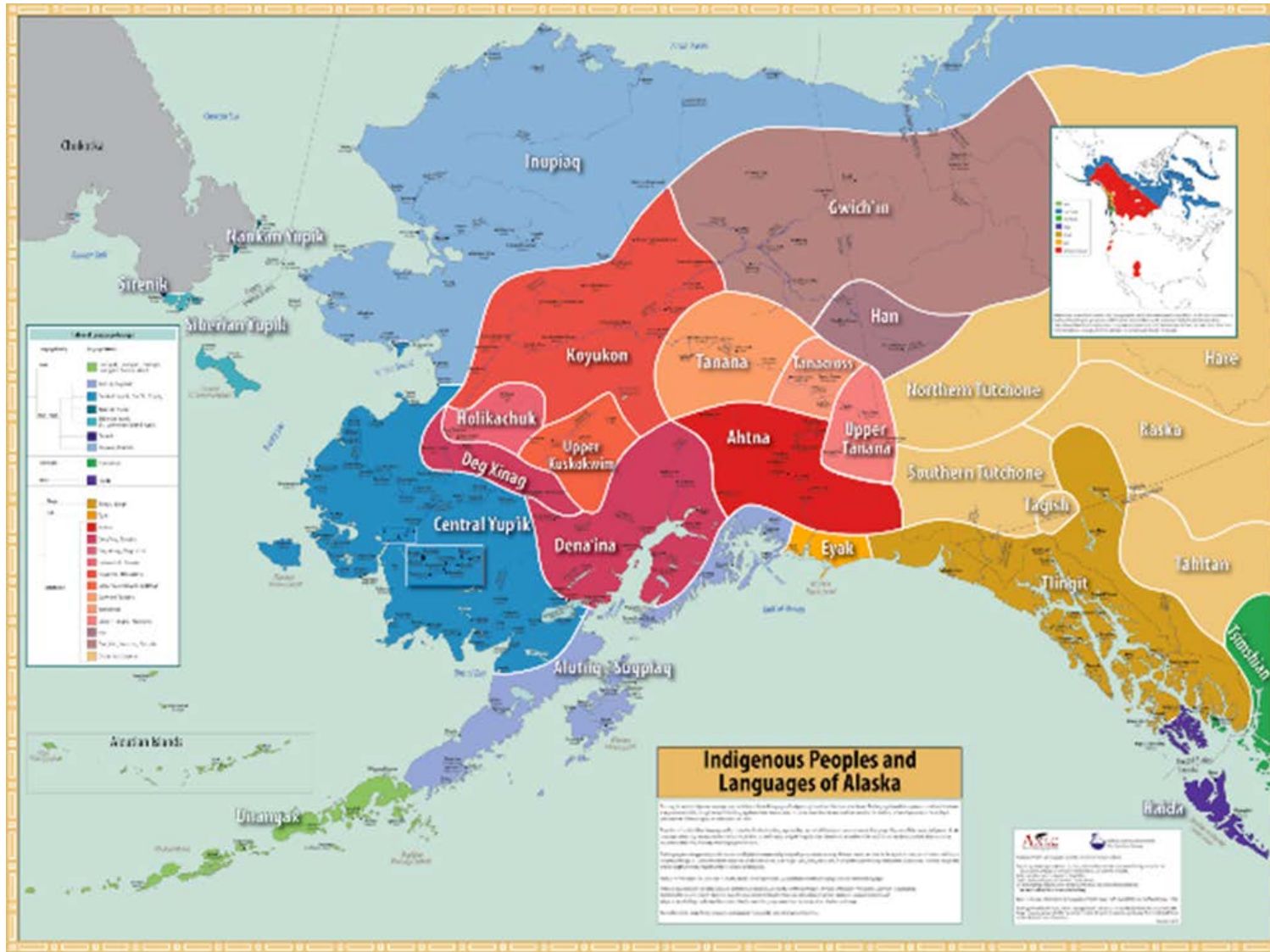
Cancer has been the leading cause of death since 1993

*Figure 17. Comparing Cancer Incidence Rate, Age-Adjusted, in Alaska Native People and Overall Population, 2000-2013*





# Alaska Native Cultures



# Stay Healthy!

- Be physically active
- Eat nutritious foods
  - Traditional foods and plants first
- Drink water
  - limit sugar sweetened beverages
- Do not use commercial tobacco
- Maintain a healthy weight



# Traditional Foods on the Patient Menu





# Traditional Garden

Traditional garden blooms in ANMC courtyard







# Traditional Garden





# Mindful Mile



**Your path to good health starts with a Mindful Mile!**

**All patients and staff: Join our campus community, get healthy and win prizes!**

**Staff-guided walks every Tuesday at noon – meet at the Start point!**

**This summer, complete Mindful Miles with your friends, family, and coworkers!**

Email your full name and how long it took you to complete a mile to [akanms@anthc.org](mailto:akanms@anthc.org) and you will be entered in a raffle for prizes.

Submit your entries up to once per day from **June 11 to August 30**. Raffle winners will be drawn on Friday, August 31!



# Mindful Mile

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# STORE

OUTSIDE YOUR DOOR

**HUNT**  
**FISH**  
**GATHER**  
**GROW**

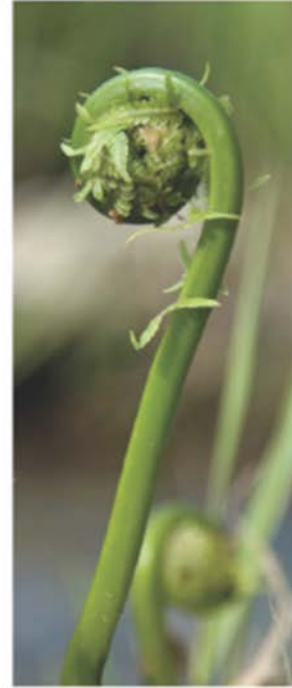


ALASKA NATIVE  
TRIBAL HEALTH  
CONSORTIUM



# ALASKAN PLANTS

*AS FOOD & MEDICINE SYMPOSIUM*



ALASKA NATIVE  
TRIBAL HEALTH  
CONSORTIUM



# APFM Symposiums





# Supporting our Partners in Wellness

- Municipality of Anchorage Bike to Work
- 100 Mile Challenge
- PLAAY Day
- Native Heritage Center Food Safety
- Alaska Pacific University Ski Clinics
- Downtown Urban Garden Project



# Phoenix area employee Wellness Program (EWP)

Phoenix Area Office IHS is committed to encouraging employee participation in physical exercise and other health promotion and disease prevention activities.

- Increased productivity
- Improved morale
- Reduced absenteeism

A healthier workforce can produce lower health care costs, lower employee turnover and support recruitment and retention efforts.

# Background of PAO EWP

- Policy – Phoenix Area IHS Circular NO. 13-04
- Contract with LifeStart Fitness Facility
- Employee Participation Contract
- Employee Wellness Breaks
- Area Office Fitness Room



# Participant forms

## PAO HEALTHY HORIZONS WELLNESS PROGRAM

### Wellness Program Participation Contract

- Participants will be required to use the LifeStart facility 3 times a week (unless on official travel for 3 or more days within a given week). If participants are sick and cannot exercise, they are not required to meet this criteria. However they must let a PAO Wellness Committee member know.
- Participants will be required to wear assigned heart rate monitors to track participation in the Wellness Program. The heart rate monitors must be worn while exercising at the LifeStart facility and may be worn at all other times away from LifeStart while exercising to track personal effort. There is a replacement fee for lost or broken heart rate monitors. Defective monitors will be replaced at no cost to participants.
- Participants will attend, in-person or through conference call, at least 1 of 2 Lifestart Wellness seminars a month which will be held mainly during the lunch hour. If on official travel, you may call-in to participate via conference line. Conference call information will be provided prior to presentations.
- Participants will participate in all LifeStart Wellness challenges. There will likely be 2 or more challenges this year.
- Participants must complete all LifeStart Health Risk Assessments. There will be two health assessments to complete, one to begin the Wellness program and another at 6 months thereafter. This includes taking measures such as weight, blood pressure, body fat percentage and biometrics.
- Participants will be evaluated quarterly by the PAO Wellness Committee to ensure guidelines are being met. If guidelines are not being met, participants will be placed on probationary period for 1 month during which they must improve their participation in the program. If guidelines are still not being met after the probationary period, participants will be asked to return assigned heart rate monitor and placed on a one month program break. After the one month break has elapsed, participants will be eligible to re-join program based on availability.

Print Name:

\_\_\_\_\_

Date:

\_\_\_\_\_

Signature:

\_\_\_\_\_

Date:

\_\_\_\_\_

Appendix A

## Employee Work Schedule & Wellness Breaks

I will be participating in (circle all that applies): 1. Exercise 2. Seminars, Lectures, etc.

If participating in exercise, please complete the schedule below.

If participating in seminars, please complete another schedule accordingly.

| EMPLOYEE NAME: | TITLE: | EFFECTIVE DATE: |
|----------------|--------|-----------------|
|                |        |                 |

| DAY OF THE WEEK | START OF TOUR | AM WELLNESS BREAK | LUNCH BREAK | PM WELLNESS BREAK | END OF TOUR |
|-----------------|---------------|-------------------|-------------|-------------------|-------------|
| MONDAY          |               |                   |             |                   |             |
| TUESDAY         |               |                   |             |                   |             |
| WEDNESDAY       |               |                   |             |                   |             |
| THURSDAY        |               |                   |             |                   |             |
| FRIDAY          |               |                   |             |                   |             |

A calendar will be created indicating who is participating in wellness breaks along with the times they have been approved for participation. The calendar will be distributed to all department staff and will be updated on a quarterly basis.

By participating in the wellness breaks you are to adhere to the attached policy:

- No more than three (3) wellness breaks per week.
- Wellness breaks DO NOT exceed thirty (30) minutes in duration.
- No more than one (1) hour four (4) times a month or less for seminars and/or lectures
- No more than one (1) wellness break per day.
- Wellness breaks CANNOT be combined with one (1) hour lunch breaks, unless approved.
- If you are absent more than two (2) hours (on leave) for that day, you CANNOT take your wellness break.]
- If for any reason you are unable to take a wellness break on the days and time you have been approved for, you may not be able to move it to another day or time.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

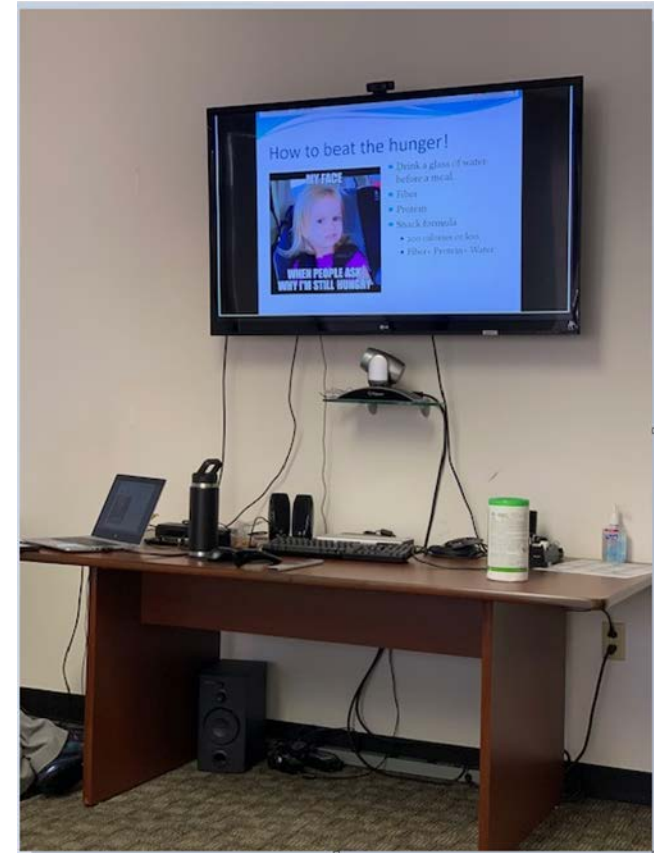
[ ] Approve [ ] Disapproved

Original: Supervisor  
Copies: Employee & Timekeeper

(Updated: 2/2013)

# EWP monthly activities

- Nutrition & Fitness Seminars
  - Portion Control
  - Micronutrients & Supplementation
  - Healthy Meal Planning & Prep
  - Healthy Choices at Special Events
  - Proper Hydration
- Fitness and Nutrition Challenges
  - MyZone/Heart Rate Challenge
  - What's for Lunch Challenge
  - Mile Challenge
  - May Moves





# EWP monthly activities

## Group Training

- MAX 30
- Bootcamp
- Workout of the Week
- Employee Wellness Week



## IHS Wellness Events May 2018

Join us for fun, free wellness events in May! Contact Drew Kinnard or Lacey Kremer for more details or to reserve a spot!

| MONDAYS                                                                                                                                                                                                                                                                              | THURSDAYS                                                                                                                                                                                                                                                                                 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>→ 5:30p - <b>Bootcamp</b></p> <ul style="list-style-type: none"><li>• Lower Level Conference Room</li><li>• Instructor - Bernita McClinton</li></ul>                                                                                                                              | <p>→ 11:30a - <b>Core &amp; Buns</b></p> <ul style="list-style-type: none"><li>• Lower Level Conference Room</li><li>• Instructor - Thomasa</li></ul>                                                                                                                                     |
| <p>→ <b>Random Fact</b></p> <ul style="list-style-type: none"><li>• A pound of MUSCLE burns three times as many calories as a pound of FAT at rest</li></ul>                                                                                                                         | <p>→ 11:30a to 12:30p - <b>IHS Workout of the Week</b></p> <ul style="list-style-type: none"><li>• IHS Fitness Room</li><li>• Workout Part II</li></ul>                                                                                                                                   |
| TUESDAYS                                                                                                                                                                                                                                                                             | Nutrition Workshop                                                                                                                                                                                                                                                                        |
| <p>→ 11:30a to 12:30p - <b>IHS Workout of the Week</b></p> <ul style="list-style-type: none"><li>• IHS Fitness Room</li><li>• Workout Part I</li></ul>                                                                                                                               | <p>→ <b>CARBS - The Good, The Bad, and the Ugly</b></p> <ul style="list-style-type: none"><li>• Learn about Carbohydrates and the why their important</li><li>• Wednesday, May 16<sup>th</sup></li><li>• 11:30a -12:00p</li><li>• IHS Conference Room</li></ul>                           |
| <p>→ 11:30a - <b>Yoga</b></p> <ul style="list-style-type: none"><li>• Lower Level Conference Room</li><li>• Instructor - Anna Hall</li></ul>                                                                                                                                         |                                                                                                                                                                                                                                                                                           |
| Workout of the Week                                                                                                                                                                                                                                                                  | Ask the Physiologist                                                                                                                                                                                                                                                                      |
| <p>→ <b>Tuesdays &amp; Thursdays</b></p> <ul style="list-style-type: none"><li>• IHS Fitness Room</li><li>• 11:30a to 12:30p</li><li>• Weekly total body workout</li><li>• Guided by Certified Exercise Physiologist - Drew Kinnard</li><li>• Walk-in questions encouraged</li></ul> | <p>→ <b>All Day / Every Day</b></p> <ul style="list-style-type: none"><li>• Email any health, exercise, or nutrition questions</li><li>• Get feedback from a Certified Exercise Physiologist</li><li>• Email <a href="mailto:dkinnard@lifestart.net">dkinnard@lifestart.net</a></li></ul> |

**LifeStart**

# Successes & Challenges

- **Successes**

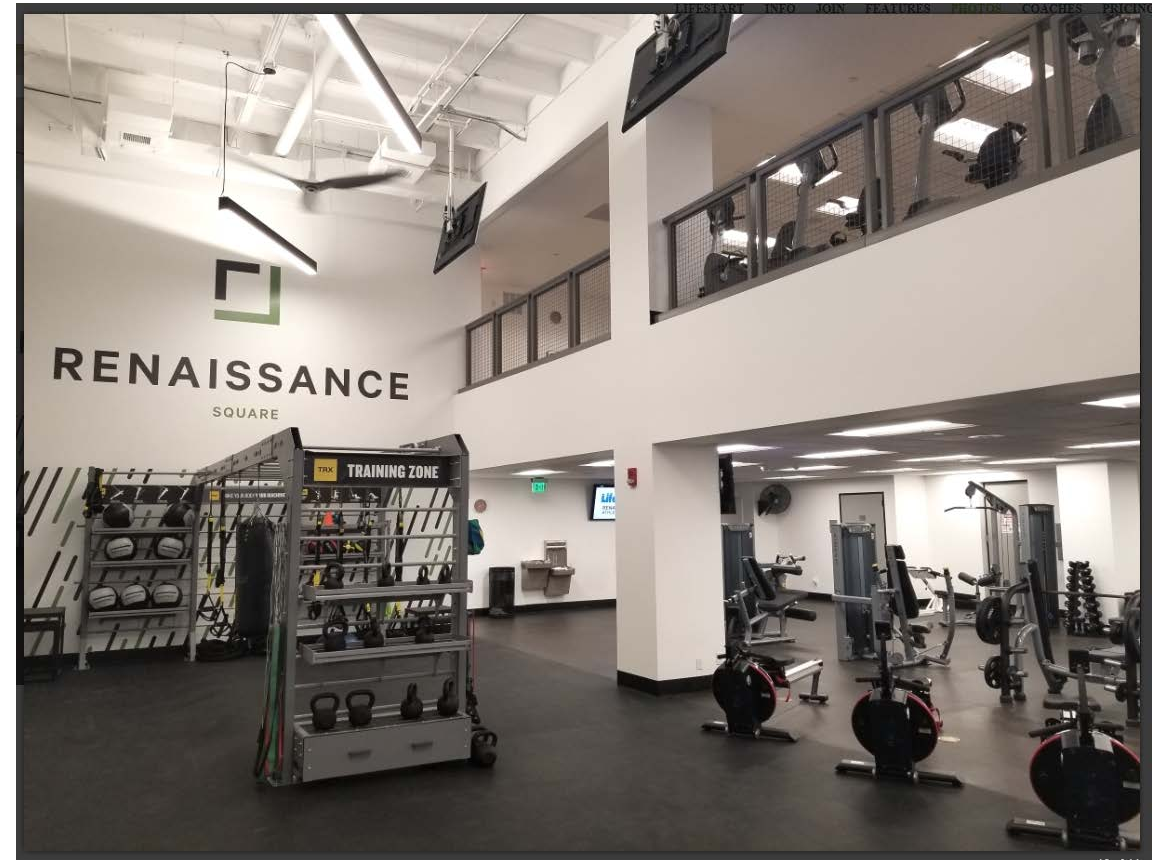
- Variety of activities
- Monthly challenges
- Consistent group of members
- Program Sharing
- Fitness Options

- **Challenges**

- Participation
- Policies
- Mid and Annual Assessments
- Staff turnover

# Next steps

- Assessments
- Surveys
- Downtown Walking Map
- Update Policies
- Technical Assistance
- Seminars with other Service Units



# Questions

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