

Working Well

Healthy Worksites, Healthy Communities

Affiliated with the South Carolina Hospital Association

strategy for wellbeing platinum standards

These standards are considered evidence-based best practices in employee wellbeing by the latest research and leading experts in the field, including the Centers for Disease Control and Prevention, Health Enhancement Research Organization, American Heart Association, and other resources assessing effective workplace strategies that promote optimal health. Organizations will earn recognition after demonstrating they have achieved the platinum-level standards in the following dimensions.

WELLNESS CULTURE



- Include employee wellness as a key business strategy in the organization's strategic plan
- Implement a formal multi-year wellness strategic plan with goals and objectives
- Allocate funding for wellness in your organization's annual budget
- Implement a policy that provides paid time and flexible work hours for employees to participate in wellness activities during the work day
- Establish a wellness committee with representation from across the workforce that meets regularly and provides assistance and advocacy for wellbeing initiatives
- Senior leadership demonstrates visible support for wellness program
- Establish a network of wellness champions who provide assistance and advocacy for wellness initiatives
- Designate a paid staff member to implement and manage wellbeing initiatives
- Recognize employees for wellness program achievements
- Implement a written policy which provides paid time and a clean, private place for lactating mothers to express their milk

RISK ASSESSMENT & OUTREACH



- Annually assess health risks of your employees
- Annually assess your employees' chronic conditions prevalence rates
- Conduct outreach for employees who are at risk and/or who have chronic conditions

NUTRITION & FOOD ENVIRONMENT



- Promote healthy eating, proper nutrition, and weight management throughout your workforce through education and awareness campaigns
- Implement a policy that requires healthy food and beverage options at all facilities
- Provide nutrition information or symbols at company-sponsored offsite events that identify and promote healthy food/beverage options
- Implement lower pricing for healthy food and beverage options offered onsite
- Offer employees nutritional and weight management counseling at low or no cost
- Provide employees facilities to prepare and store their food at the workplace
- Provide employees with access to fresh produce at work

PHYSICAL ACTIVITY



- Promote physical activity throughout your workforce through education and awareness campaigns
- Provide employees with onsite exercise facilities, equipment, or classes
- Provide a discounted or subsidized membership to onsite or offsite exercise facilities
- Provide employees with access to environmental resources that support physical activity
- Encourage employees to pursue some form of physical activity during paid breaks throughout their work day
- Encourage and support group physical activity among employees
- Implement a policy to provide paid time and flexible work hours for physical activity during the work day
- Require employees to sign a waiver of liability before participating in physical activity at work
- Provide reasonable alternatives to participating in your wellness program for employees with physical or mental limitations

TOBACCO FREE



- Promote a tobacco-free workforce through education and awareness campaigns
- Implement a written tobacco-free policy that prohibits the use of all forms of tobacco products throughout company property
- Implement a plan to enforce your tobacco-free campus policy
- Display signage throughout worksite facilities and campus to communicate the policy
- Provide employees with access to evidence-based tobacco cessation resources including prescription medications at low or no cost
- Implement a plan to follow up with tobacco users who are ready to quit or have made a quit attempt

EMOTIONAL & MENTAL WELLBEING



- Promote emotional and mental wellbeing throughout your workforce through education and awareness campaigns
- Provide employees and their families with access to individual or group counseling
- Provide resources or programs for employees that support a positive work-life balance
- Provide dedicated “quiet space” where employees can relax and de-stress
- Provide or sponsor social events throughout the year
- Provide a way for employees to submit anonymous feedback on workplace issues and decisions that affect job stress and satisfaction

FINANCIAL WELLBEING



- Offer retirement benefits to employees
- Provide employees with access to retirement and financial investment planning
- Provide employees with access to healthcare cost planning
- Provide employees with access to personal budget counseling

INCENTIVE & COMMUNICATION



- Provide incentives to employees for participating in a wellness program or meeting a health-related standard
- Regularly promote and market your wellness program to employees through a variety of communication channels

EVALUATION



- Periodically survey employees on their needs and interests related to wellness
- Periodically collect and analyze data to assess the impact of your wellness initiatives on employee health status, health risks, healthcare costs, employee productivity and lost productivity costs
- Track data on the purchase of healthy food and beverage items to assess the impact of efforts to promote and improve access to health options
- Track participation in your wellness program(s)

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