

**Well Workplace Award
Executive Summary**

**Our Lady of
Bellefonte Hospital
Silver Award**

Information in this publication is carefully reviewed for accuracy. Questions, comments, or ideas are welcome. Please direct to Dr. David Hunnicutt, Executive Editor, at the address below.

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WELLNESS COUNCILS OF AMERICA

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PREFACE: NARRATIVE

Organization Type

Our Lady of Bellefonte Hospital (OLBH) is a community hospital located in Ashland, Kentucky. The hospital provides a multitude of both acute and outpatient care to the local community and is the leading employer in Greenup County with over 1300 employees. OLBH is a member of the Bon Secours Health System, a Catholic health care group based in Baltimore, Maryland. Robert J. Maher is the current CEO, he is been with OLBH since 1992.

Formation and Evolution of the Wellness Program

As a health care organization OLBH has seen the paradigm of health care shift from treatment to prevention over the last decade. The hospital has also observed a decline in the health of both the community and its employees as evident by public health statistics and a growing rate of absenteeism and health care expenditures.

OLBH became a member of Advantage Valley, a local non-profit economic development group, in an effort to assist in stimulating business development in the region. One hindrance to development identified is the health status of the community.

Our Lady of Bellefonte has made an effort since 1997 to offer some health promotion activity to employees. An Employee Wellness Committee was formed in 1997 and has offered health promotion programming since that time. This wellness leadership effort came from the Vitality Center, a medical fitness center on the hospital campus. From 1997-2001 health promotions offered included skin cancer screenings, mobile mammography, weight management, EAP, and free fitness center memberships.

In January 2002, a business plan was developed to create a comprehensive wellness program and pursue Well Workplace status through WELCOA. The hospital sent 2 employees to Well Workplace University. It was felt that a more comprehensive program would produce greater results and demonstrate to the community the hospital's commitment to a healthy and vital Tri-State.

As a health care institution, OLBH possesses many assets that serve the well being of its employees. This has greatly aided the evolution of the wellness program because minimal outside resources have been needed. Additionally, the existence of an on-site fitness center greatly serves employees. The organization also is founded upon a spiritually based mission. This has allowed a focus to be placed on incorporating that side of things into all of the hospital's services.

The Vision and Mission of OLBH and the Bon Secours Health System

The Mission statement of OLBH and Bon Secours: *The Mission of Bon Secours Health System is to bring compassion to health care and to be good help to those in need, especially the poor and dying. As a System of caregivers, we commit ourselves to help bring people and communities to health and wholeness as part of the health ministry of Jesus Christ and the Catholic Church.*

The Mission Statement of BE Well, the OLBH Wellness Program: *"BE Well" is dedicated to motivating, educating, and empowering OLBH employees to make healthy lifestyle choices that improve their overall quality of life including body, mind, and spirit.*

Administrative Location

The employee wellness program is located within the Vitality Center and Rehabilitation Services Department (see attached organization chart). Employees within this

Department were responsible for drafting the business plan for the program and the Center serves as the hub for the wellness program. The Wellness Coordinator reports directly to the Administrative Director of Rehab Services and maintains close contact the Vice-President of Human Resources and Vice-President of Support Services.

Gary Coovert, who has been employed by the hospital's fitness for 10 years, has pursued an employee wellness program since coming to the hospital. While performing other duties Gary also organized health promotion activities for OLBH employees and put together the first Wellness Committee. Through persistent efforts, the Wellness program is now recognized as a hospital department and Gary is now responsible for the full time administration of the program.

Functions of the Wellness Program

The BE Well programs two main goals are to improve the health and well-being of employees and to incorporate wellness into the corporate culture. This is being accomplished by following the 7 C's of WELCOA.

Senior Level Support: Administration has been made of every phase of the program as it has developed. An open door has existed between the Wellness Committee and Administration that has facilitated the program.

Wellness Team: The backbone of the wellness program has been the wellness team. Team members have taken ownership in the program and given time and resources to make the wellness effort successful and effective.

Data Collection: It was paramount that firm data about employee health risks and employee interest is available in order to build the wellness program. The data has

allowed the wellness program to be focused on specific needs rather than trying to offer an umbrella of programming that had no target audience.

Operating Plan: The plan has built accountability into the wellness program. With an operating plan in place, resources are more wisely allocated to addressing specific needs from the data collection. This plan will enhance the results and impact of the program.

Programs and Interventions: With good data and a solid operating plan in place, wellness programming is now offered with to address a population need and interventions are planned that can be marketed to those who need it. Prior to the data collection programs were offered that were not as focused towards employee health risks.

Supportive Environment: A review of policies and procedures of the organization affirmed that a foundation for comprehensive wellness program existed at OLBH. What was learned is that many of the benefits that support the work environment need to be better promoted to employees.

Evaluation: Critical to the continued success of the wellness program will be the ability to change as employee needs and interests change. Ongoing evaluations will allow the program to remain effective.

Many strengths make the OLBH Wellness Program unique. One has been in the ability to add a local flair to programming. The best example is the most popular offering to date, the “CAT Walk.” Rather than a simple pedometer program, OLBH had a pedometer program that encouraged employees to walk enough steps to arrive in New Orleans in time to see the SEC basketball tournament. During the campaign the hospital had a Mardi Gras Day and featured cajun items in the cafeteria. Employees also earned

bonus steps each time UK won a basketball game. The program has also featured programming with a Kentucky Derby theme.

Another item that is unique is the "Good Health Award." Each quarter employees who have made improvements in their health are featured on a bulletin board and in the company newsletter. This is based off a corporate program recognizing outstanding character among employees. Other strengths are diversity of services available through the organization and the number of programs aimed at rural care. The hospital operates 2 mobile health units and 5 community outreach centers. Employees have access to wellness and health care both from work and also at a location close to their homes. Being a member of the Catholic Health Community has allowed the wellness program to quickly embrace the spiritual component of wellness. The hospital has a chapel on campus as well as chaplains on the staff. This has allowed the organization to easily care for the mind, body, and spiritual well being of both its patients and employees

**EMPLOYEE WELLNESS PROGRAM
ORGANIZATIONAL STRUCTURE**

