

*Well Workplace Award
Executive Summary*

**Gateway
Healthcare, Inc.**
Rhode Island

**Silver Recertification
Award**

This document is an executive summary of the entire application submitted by this organization. For more information on the Well Workplace application criteria and the process for submission, please visit <http://www.welcoa.org/wellworkplace>. Complete applications are on file at the Wellness Councils of America.

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

Organizational Type

Gateway Healthcare, Inc. (Gateway) started as a network of behavioral and social service agencies, which provide mental health, substance abuse treatment and social services for children, families and adults throughout Rhode Island. As of July 2005, the network of companies became one and are now known as Gateway Healthcare, Inc. under the leadership of Richard H. Leclerc, President. Gateway offers comprehensive, integrated and seamless services and referrals at locations accessible throughout Rhode Island. These services include residential treatment programs, Valley community school, residential substance abuse centers, apartment and group homes and outpatient treatment centers. Gateway's staff of over 700 includes psychiatrists, psychologists, clinical specialists, and other mental health and substance abuse professionals who reach over 33,500 Rhode Islanders per year.

Formation and Evolution of the Wellness Program

As one of the largest behavioral healthcare organization in RI, Gateway made health and wellness a policy in its organization in 1999. Before Gateway was formed in 1995, one of the individual agencies, Community Counseling Center, Inc. (CCC), had a committee and a budget for staff's skill development. This committee ran health and wellness fairs, Therapeutic Crisis Intervention training's and CPR since 1996. In 1997, the CCC committee grew to benefit all the individual agencies that are part of Gateway. All training's and wellness programs began to be offered to all staff under the Gateway umbrella.

Since October of 1999, Gateway has increased its health and wellness programs substantially with the help of Blue Cross & Blue Shield of Rhode Island - Good Health Benefit program. Senior

level management and the formation of a coordinator of staff development have supported this growth of the wellness program.

Vision/Mission Statement

Company Vision:

The vision of the agency is to be an innovative, financially stable, and flexible system that is known for top quality services, superior customer satisfaction and outstanding access. Gateway also has a wellness program vision. The vision is to promote good physical and mental health practices among its employees.

Company Mission:

The mission statement of Gateway is to provide or arrange for the provision of comprehensive, integrated, locally responsive, clinically effective and a consumer-driven behavioral healthcare services, education and social services for children, adults, and families, in order to improve their well-being and quality of life.

Wellness Vision and Mission:

Gateway Healthcare's company vision and mission is to offer and encourage employees to lead a happier, healthier life. Gateway Healthcare accomplishes this by promoting a safe and pleasant work environment and offering worksite wellness programs.

Administrative location

The Human Resources department along with Good Health Benefit organizes health and wellness programs for all employees. Employees are able to benefit from the Human Resources department coordinating the wellness programs and see that the organization truly supports the well-being of our staff. Two Human Resources Managers hold the responsibility to coordinate the programs and report directly to the Vice President of Human Resources, who reports directly

to Gateway's President. Therefore, the staff knows that the support of their health comes from the top levels of the organization.

Functions of the Wellness Program

The current functions of the wellness program are to provide awareness, intervention, education and evaluation of health issues and risks that affect Gateway's employees. There are regular meetings with members of the wellness team for the purpose of program development, planning, implementing, communication, and another pertinent information that needs to be addressed.