

**Well Workplace Award
Executive Summary**

**Greater Community
Hospital
Bronze 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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General Information

Well Workplace Bronze Application

Basic Information

Name of Organization: Greater Community Hospital

Address of Organization:

Council Affiliation: Wellness Council of Iowa

Contact Person: Nancy Anthony

Title: Corporate Health and Wellness

Work Telephone:

Fax Number:

E-Mail Address:

Alternate Contact: LouAnn Snodgrass

Parent Organization: Iowa Health Systems

Number of Sites Covered by this Application: 1

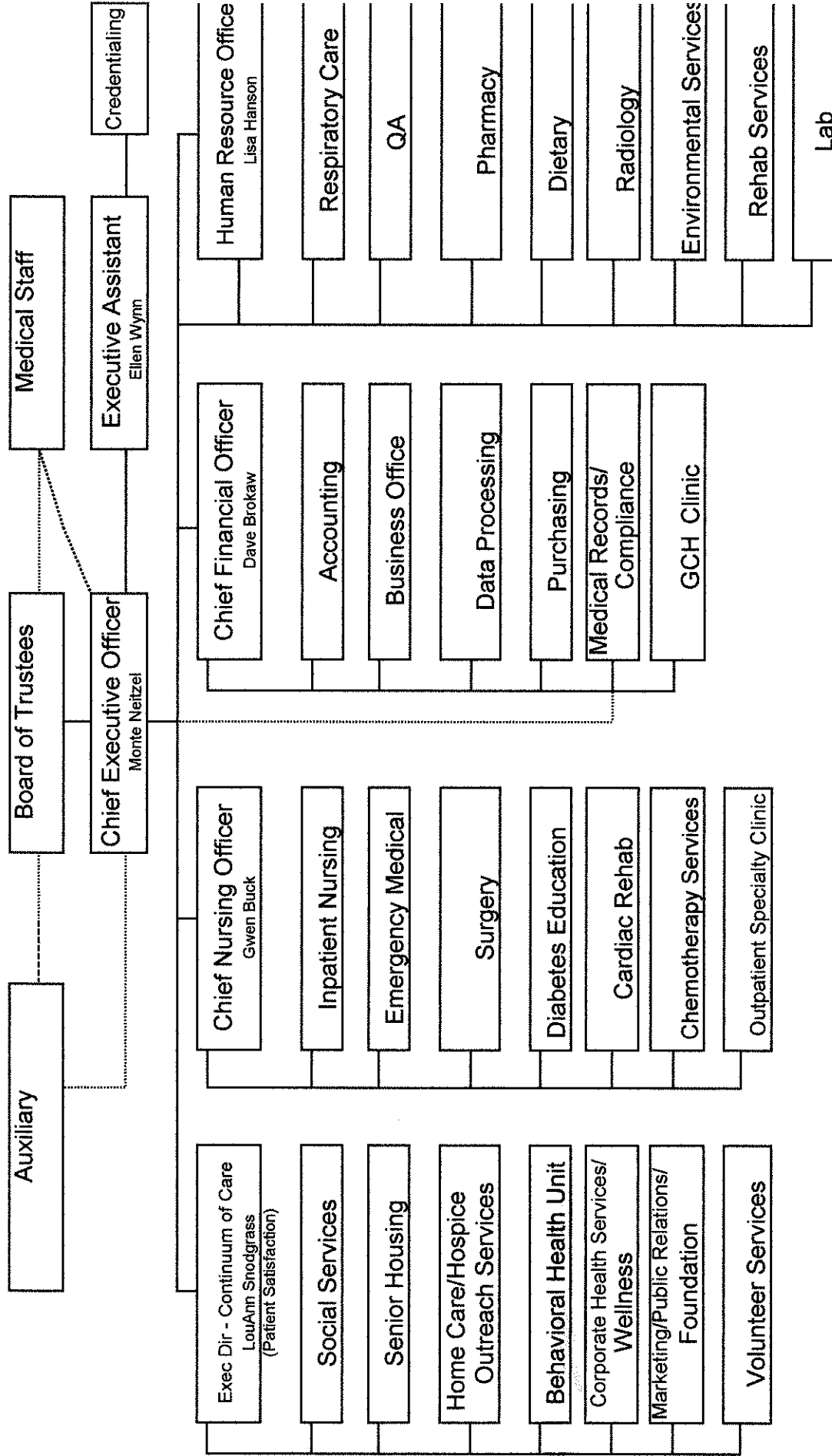
Number of Employees Covered by this Application: 289

Nature of Business or Industry: Hospital

Name of CEO: Monte Neitzel

Date of Application: July 1, 2004

CHART OF ORGANIZATION Greater Community Hospital



Narrative

Organizational and Program Background

Greater Community Hospital is located in Creston, Iowa. Creston is located in the southwestern part of the state of Iowa. Greater Community Hospital along with our Medical Arts Plaza is located on the campus of the Southwest Iowa Regional Medical Center. We currently have 289 employees at Greater Community Hospital. Our Chief Executive Officer is Monte Neitzel. Our Medical Arts Plaza which houses our Medical Staff and their offices, Creston Vision Clinic, GCH Specialty Clinics, Crest Pharmacy, Morning Star Internal Medicine, New Life Family Clinic, and GCH Clinic and the GCH Wellness Center. We feel we have a well rounded offering of services for the people of Southwest Iowa.

The Wellness program at GCH started with a Wellness committee of 5 people in 1984. This committee did a Health survey to find out what the employee's wanted. The employees were interested in weight loss and healthy eating. The committee felt they had enough information gathered to hire a Wellness Coordinator. They hired their first Wellness coordinator in 1987. Fitness classes were offered and diet instruction was offered by the Dietician. In 1990 the Wellness coordinator saw a new leader and again in 1994. In 1996 the position was again looking for a new coordinator. This is when our current Wellness Coordinator, Nancy Anthony was hired for the position.

In the fall of 1999 we were looking to expand at GCH and bring our Medical Arts Plaza Building on site. Wellness was considered for a location in the new MAP building. Our MAP building was completed in September of 2002. This also gave our employees a new perspective on their health and wellness as they were now able to have fitness access 24 hours a day, 7 days a week. Our Wellness program has taken a lift upward as we now have a site to promote Wellness. We currently have a Treadmill, Stepper, Air dyne Bike, Bow flex weight machine, and a Nordic Trac.

GCH Mission Statement

Greater Community Hospital is committed to providing quality health care and meeting the needs of those we serve

GCH Vision Statement

Commitment to excellence and leadership in healthcare through innovative partnerships.

Key Values: Respect, Integrity, Compassion, Excellence, Teamwork

Well Workplace Mission Statement

Our mission is the Well Workplace Committee will provide the knowledge and tools to incorporate a Well Workplace within our establishment. The GCH Well Workplace Committee will promote a positive, safe, pleasant place to work and enhance the lives of our employees.

Well Workplace Vision Statement

To see a cultural Health and Wellness change within our GCH environment. Employees will actively develop lifestyle/skills to live fully and responsibly to achieve their highest potential for well-being.

Seven Critical Benchmarks

At Greater Community Hospital our Senior Level Support has taken a new hold on our Hospital. Our CEO, Monte Neitzel is very pro-active on having our employees healthy and well. He is very aware that makes happy, productive employees for our hospital. He has shown this by offering small incentives for people for positive reinforcements. He has given out Creston bucks for attending various meetings involving employee morale. He has much energy and enthusiasm to boost our employee moral at GCH.

Our Wellness Team has been very helpful and productive in planning at our hospital. When organizing our Wellness team there was much concern about having different areas represented throughout the hospital. Our workforce came together and we have a very diverse group. We also use other teams in the hospital to work with our Wellness team.

The Well Workplace committee looked at various aspects of data to collect. We felt we needed to learn what our employees needs were due to age, demographics of where they live and what they seen as important in their lives. The committee then looked at programming and what we could offer to our employees to help enrich their lives. Our maintenance crew then looked at facility assessment and helped determine if we met the needs of our employees throughout the building in terms of lighting, ventilation, and work stations.

The operating plan was the most time consuming but yet the best way to plan for our future. We took the top 5 needs from data collection and determined we wanted to pick 2 to implement for this year. We are always evaluating the needs and if they are being met. Our top focus for the year of 2003 is to build morale at Greater Community Hospital.

Greater Community Hospital has been able to provide many wellness opportunities to our employees. We do yearly Cholesterol checks free to our employees and spouses. Last year we completed 178 Cholesterol Checks. We offer a Choose to Lose Weight loss

program for employees and public is invited. We have a yearly employee Health Fair which last year 189 employees participated in. Our onsite Massage Therapists gave over 100 chair massages to employees during work hours. We are currently planning to expand our focus to Stress Management and Lifestyle changes for 2003/2004.

Our supportive environment has been an ongoing need here at Greater Community Hospital. We currently work with our managers to focus on the importance of job satisfaction and to give our employees the opportunity to attend various programming on campus. We encourage good communication through staff meetings, email and our bi-monthly "Employee Newsletter". We also have many policies to help support our employees in their employment at GCH. We offer health insurance, disability, Paid time off, sick leave, flex accounts, EAP, sick child care and much more.

Our final goal is to carefully evaluate our programming to see if we are offering what our employees want and need. We currently evaluate our employee Wellness Center with a usage roster. We can then see if the equipment we have is appropriate for our employees and if they use the equipment equally. Programs are monitored to see that they provide the most information and outcome that employees expect.

Our Wellness program has grown in the last 5 years due to the addition of our Wellness Center and having a Wellness Coordinator. Nancy Anthony, Corporate Health and Wellness has been the driving force behind our Wellness program. She has the most interaction with employees and with her Nursing and Fitness Background she has made considerable changes for employees. She provides many one on one Wellness programming for employees per their request. Her goal is to help employees feel that Greater Community Hospital is a productive, friendly, healthy place to work. Nancy voiced "Healthy, happy employees are fun to be around and this enthusiasm spreads to other employees". The program today is a largely due to the beginning work of our Dietician, Ginny Lents. She was on the first Wellness Committee and has been a very large part of many programming needs at GCH.

Unique Strengths

Greater Community Hospital has their Employee Wellness Center. This has been a great asset to our hospital as an incentive. The Wellness Center is easy access within the hospital and we have 2 showers for employees to use. There are lockers available to store fitness needs such as shoes and clothes. We also have a TV and VCR which is utilized for various department when wanting a change from equipment they can watch an Exercise video. We currently have 4 cardio machines and a Bow flex weight machine and free weights. Our usage has picked up since 2002 when we opened. With comparison to the first 6 months of 2003 to 2004, our facility has seen an increase of 10 employees a day utilizing our Wellness Center. Our employees currently sign a release form and are given a code to enter the facility. The Wellness Center is open 24 hours a day. We do have panic alarms for employee's safety when exercising after hours.

Another bonus for our employees is to have a personal trainer on board. They can set up appointments to have body fats and personal one on one meeting to discuss their fitness goals and nutrition needs free of charge. They know it is an open door policy for them when they are struggling with healthy lifestyle changes. Our own Personal Trainer/Wellness Coordinator and Dietician will help any employee.

We utilize our Employee Newsletter to remind employees of upcoming Wellness events or Health awareness tips. This goes out to our employees every two weeks. Each department receives a copy and copies are placed by each time clock. This is an informative way for us to spread the word of any events at GCH.

Programs

We currently offer an Employee Health Fair. This was held in November of 2003. We set up different stations for employees to have weight, body fat, flu shots, tetanus shots, blood pressures done. We also had several display areas covering topics such as infection control, diabetic education, and color blindness. Physical Therapy did flexibility and carpal tunnel checks. Respiratory Therapy did Respiratory Fit Tests. Employees completed updated health information that will then be kept in their files for future need. We had 189 employees participate

We currently have an ongoing program to provide free massages to our employees. We have a Massage therapist on site and she visits various departments once a month to provide 15 minute chair massages. The employees really feel this is a great bonus to a busy work day. She has provided in two month over 100 chair massages.

I feel our Hospital is very active about taking care of our employees at Greater Community Hospital. We have a beautiful landscaped walking trail that comes directly into our campus and then travels to our local YMCA which is just a few blocks away. The trail has been a wonderful place for our employees to go and walk over the lunch time and after work. The trail also has a Gazebo which is located right next to our parking

lot. This provides an area for our employees to eat lunch or just sit and enjoy the beauty of the flowers and landscaping which was donated as a memorial to a deceased physician from our area.

We currently host Hospital Week in May. This also gives our employees a week to have a little fun and celebrate. We have a cookout which all the managers in the hospital do the planning of grilling and serving food to the employees. We have an obstacle course/games for employees to compete in and win prizes. We have the days of the weeks designated for different themes. For example: Monday – Hat day, Tuesday – Retro day such as 50's, 60's, 70's, and 80's and so on.