

**Well Workplace Award  
Executive Summary**

**Mercy Medical Center—  
Clinton  
Gold Recertification 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**

*Gold Re-certification Application*

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#### Basic Information

Name of Organization: Mercy Medical Center – Clinton

Address of Organization:  
Clinton, IA

Work Telephone:

Fax Number:

Contact Person: Andrea Barnett

Title: Wellness Coordinator

Alternate Contact: Leslie Merema

Parent Organization: Trinity Health

Number of Sites Covered by this Application: 3

Number of Employees Covered by this Application: 1040

Nature of Business or Industry: Medical

Name of CEO: Tom Hesselmann

Date of Application: July 2003

## **PREFACE: NARRATIVE**

### **Organizational Structure Description**

Mercy Medical Center - Clinton is the hub of health care for nearly 30,000 households in a four county, two state area located in the Iowa/Illinois Mississippi Valley. Traditional hospital services such as obstetrics, pediatrics, emergency medicine, radiology, psychiatric services and surgery are available at Mercy North. Mercy South is home to various outpatient services, the Bridge Behavioral Services and Senior Services, as well as inpatient services including Bluff Terrace Nursing facility and Transitional Care. Mercy is licensed for 350 total beds, with 147 in acute care and 203 in long term care. Centers of Excellence at Mercy include cardiology, obstetrics, Services for Aging, radiation oncology, and emergency medicine. A unique feature is the Mercy Family Health Line which allows the community to access free health information via registered nurses over the telephone.

Mercy Medical Senior and Middle management team consists of approximately 50 department directors and administrators who meet together on a monthly basis. Members of the senior management team meet weekly, while many also maintain an open door policy.

Recognizing the importance of health maintenance, Mercy also creates opportunities to promote wellness and assists people in taking responsibility for their own health and well-being. Mercy is equally dedicated to its community as a major employer, in addition to supporting programs and activities which enhance the quality of life in the Clinton area.

### **History and Structure of The Connection**

The Connection - Spirit, Mind & Body kicked off in October 1998 following a year long process consisting of 1) Facility Assessment, Employee Health Audit, Management Attitude Surveys, and

development of the Employee Wellness Advisory Committee; 2) An executive summary including estimated cost savings and 3) campaigning for Senior Management Support.

In response to our findings, we decided to move our employees through the stages of change according to James Prochaska - Precontemplation, Contemplation, Preparation, Action and Maintenance and focus on 5 areas - nutrition, exercise, wearing seat belts, not smoking, and holistic activity.

### **The Connection Development and Structure**

The focus of the first phase of the Connection is awareness, education and team activities along with small incentives, the focus of the second phase is more geared toward risk reduction and on behavioral change programs. The third phase will focus on maintenance, continued awareness, education along with a combination of risk reduction programs and team activities to maintain interest in improving health or in maintaining health.

### **MERCY MISSION:**

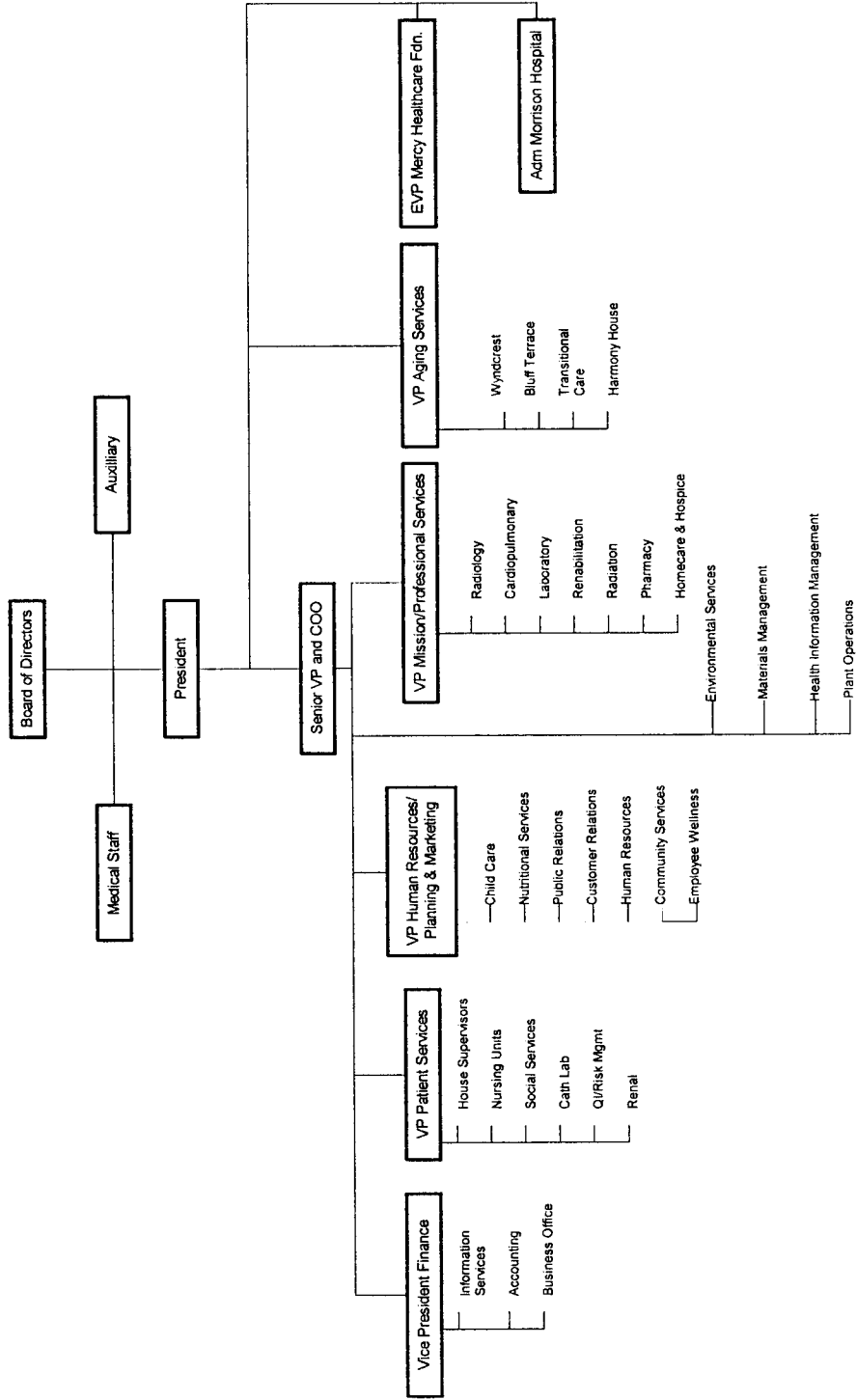
Our mission as Mercy Medical Center is to work together and with others to continue the healing ministry of the Church, promoting the well being of people in the community we serve by living the values of compassion, respect, concern for those who are poor, excellent and stewardship.

### **CONNECTION MISSION:**

The Mercy Medical Center Employee Wellness Program exists to promote behaviors in mind, body and spirit that lead to a healthy lifestyle and culture through education, awareness, motivation and behavior change.

### **Organizational Chart: (insert A)**

MERCY MEDICAL CENTER - CLINTON



**Rationale for this administrative location:** Employee wellness falls under the Vice President of Human Resource and Marketing. The Vice President of Human Resource and Marketing is the administrator for employee benefits & programs and since wellness is looked at as an employee benefit or program it is placed under this administration.

### **Current Functions of the Wellness Program**

The employee wellness program exists to promote behaviors in healthy lifestyle and a healthy culture. The wellness program is set up so employees have the opportunity to meet criteria throughout the year to receive a \$75 wellness reimbursement. The criteria that is set up is divided in two areas: educational/community service and behavioral change involvement. By meeting specific criteria through out the year employees can purchase any wellness item of their choice. The wellness program gives discounts to members for several preventative exams, exercise classes, and other wellness programs. The Connection offers many programs on sight for the convenience of the staff, but participating in other outside programs can also be included for credit.

### **Health Promotion at Remote Sites**

Mercy Medical Center-Clinton has three campuses that are with in a 5 mile radius. The campus is divided with one campus being acute care, one long term care and one is a nursing home. Annual health screenings are offered at all three sites. The main campus has the main auditorium for education and classes. Lunch and learns are video taped for those that are unable to attend and for those on the other campuses. Many wellness activities involve all three campuses – walking maps indoor and outdoor, exercise classes, and promotional mailings for wellness programs.