

**Well Workplace Award
Executive Summary**

Regional West Medical Center

Gold 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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General Information

WELL WORKPLACE

Gold Application

Basic Information

Name of Organization Regional West Medical Center

Address of Organization _____

Council Affiliation WELCOM

Contact Person Lynn Macken

Title Wellness Coordinator

Work Telephone _____

Fax Number _____

E-Mail Address _____

Alternate Contact Patti Edwards

Parent Organization Regional West Health Services

Number of Sites Covered by this Application 6

Number of Employees Covered by this Application 1285

Nature of Business or Industry hospital - health care

Name of CEO Todd Sorensen, M.D.

Date of Application 12-4-03

Preface: Narrative

Organization and Industry

Regional West Medical Center (RWMC) is a full-service health care facility located in Scottsbluff, Nebraska. RWMC is a part of Regional West Health Services (RWHS) and operates as a rural referral center - a designation shared by only 150 hospitals nationwide. RWMC provides a comprehensive range of medical and health services to over 120,000 residents of western Nebraska and eastern Wyoming. Located on the main campus, the RWMC site employees 97% (1245) of the total 1285 employees with the remaining 3% (40) located at clinics in Alliance, Chadron, Kimball, Mitchell, and Sidney throughout the Nebraska Panhandle.

As the primary provider of health care in rural, western Nebraska, RWMC recognizes its leadership role in the community. In addition to being a community partner in health promotion efforts, senior management has strongly supported activities to provide wellness opportunities to all RWMC and RWHS employees.

Evolution of Wellness Program

Initial wellness activities began in 1984 with a group of employees who collaborated with several other businesses to share nutritional classes, weight-loss challenges and exercise programs. By 1991 the RWMC employee wellness program, called "Wellness Works", was formed with support from senior management that provided a budget, hired a part-time wellness coordinator, and formed a committee to manage the program. In 1992, a \$4000 grant was used to purchase a cardiac risk assessment tool in which more than 50% of the employees participated. Data collected in 1993 was presented to the Board of Directors and subsequently a budget was approved to provide a \$100 per year incentive for all RWHS employees and spouses who earned 200 points in a variety of wellness activities that focused on "mind, body, and spirit".

In 1996, the wellness concept was integrated into the new hire process with the cardiac risk assessment being added to the employment physical. In 1999 the "wellness assessment" composed of a personal health risk appraisal and physical fitness assessments replaced the new

hire physical. This change strengthened the relationship of the wellness program with Human Resources, Employee Health, and with every employee. Senior level support resulted in a large increase in incentive dollars available to employees and spouses. In 1999 the wellness department relocated to the new RehabCenter. This facility provides state-of-the art aerobic and strength training equipment, educational rooms, private counseling areas, and a walking track. The center is free to all RWHS employees and spouses who complete a health screening and orientation. Since 2001 program evaluation expanded to include individual and aggregate health data and cost-effective program management. In 2003, a major emphasis has been behavior change and reaching all employees when they are "ready to change". Today more than 45% (580) of all RWHS employees participate in Wellness Works.

RWMC Mission and Vision Statement

Regional West Medical Center cares for your health and wellbeing. We pledge to provide the finest personalized health services in partnership with those entrusted to our care. We believe our future is the promotion of wellness, innovation, education and leadership.

Wellness Mission

The Regional West Medical Center Wellness Works program is a partnership with employees and their families to promote healthier lifestyle choices.

Wellness within the Organization

The RWMC Wellness Works program is organized within the Human Resources Department. Jim Imler, the Director of Human Resources serves as the administrative manager of the program and reports to Susan Heider, Vice President of Support Services and Chief Financial Officer. The wellness program coordinator, Lynn Macken, reports to the HR Director. Lynn's educational background includes masters' degrees in Health Education and Nursing. She is also certified by the American College of Sports Medicine as an exercise specialist. The Wellness staff includes the Employee Health RN, a wellness LPN, and a fitness tech. The wellness committee is made up of the HR Director, the wellness staff, and several employees with skills

relevant to wellness such as a registered dietician, community health nurse, and financial controller. Several other employees serve on the wellness committee to provide employee-partner input.

The Wellness Works program represents a major commitment on the part of the organization to provide health promotion opportunities to our employees. The program is an important employee benefit similar to our health, life, disability, paid time off, extended illness bank, and other benefits managed through Human Resources. These strong ties with Human Resources allow us to optimize our position as an employee benefit and to provide a means of communication with administration and every employee.

Functions of the Wellness Program

Wellness Works provides a variety of comprehensive health promotion activities. Some of our health awareness opportunities include newsletters and our wellness assessment that consists of a health risk appraisal and physical fitness assessments with personalized feedback. Regularly scheduled educational programs focus on a variety of health topics. Behavior change interventions are offered through individual and group methods. Activities are planned to respond to the employees' perceived needs and identified health risks. Programs are regularly evaluated and outcomes communicated to employees and administration. The Wellness Works program continues to grow with the mission and vision of the organization.

The daily operation of the Wellness Works program is based on accumulating points during the wellness year (November 1 to October 31). Employees and spouses document their wellness activities on a monthly participation record and submit these logs to the wellness office. There are 6 categories of wellness activities: exercise, prevention, spirituality, education, behavior change, and "miscellaneous". This information is collected into a confidential, computerized database. At the end of the year, employees and spouses who have earned at least 200 points in a variety of wellness activities and have completed the wellness assessment are eligible to receive a monetary incentive either as cash or Select Flex for the coming year.