

Healthy Communities, Healthy People Program Success Story

| Title | Worksite Wellness at the Osceola County Health Department |
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| Public Health Issue | <ul style="list-style-type: none"> • The Osceola County Health Department is one of the major employers in the County. • The Osceola County Health Department did not have a wellness policy to support employee-based chronic disease prevention activities. • 38.1% of adults in Osceola County are overweight; and 24.4% are obese. • 52.2% of adults in Osceola County do not engage in 30+ minutes of moderate physical activity five or more days a week; 76% do not engage in 20+ minutes of vigorous physical activity three or more days per week. |
| Action | <ul style="list-style-type: none"> • The HCHP Coordinator requested and received full support to enact a wellness policy for staff. • The Coordinator worked with the Administration and members of Senior Management to develop a policy to provide a supportive environment that promotes physical activity and health eating. • The policy mandates: <ul style="list-style-type: none"> ○ Meetings/trainings lasting more than 1 hour will include a five minute stretch break. ○ Meeting/trainings serving food must have at least one healthy option. ○ Quarterly meetings will include at least a wellness activity not to exceed 10 minutes. ○ Supervisors will encourage employees to leave their work area during assigned/approval breaks. ○ Promote and encourage employees to participate in health risk assessments, health screenings, and wellness activities. ○ Conduct an annual employee wellness fair. ○ Distribute signs encouraging employees to make healthier choices when using the stairs and purchasing items in the vending machine. ○ Employees will be invited to participate in a focus group to identify wellness activities that will yield high participation rates. Previous wellness activities had low participation. |
| Impact | <ul style="list-style-type: none"> • Approximately 250 employees will be impacted by the policy change. • The wellness program has the opportunity to boost employee morale which has been low due to multiple staff reductions. • Staff who expressed a desire to reach a healthy body weight, will have the support and resources to achieve their goals. • The worksite wellness policy can serve as a model for other worksites to implement a similar policy. |
| Lessons Learned | <ul style="list-style-type: none"> • Support of Administration and staff is essential in implementing broad change. |