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# Public Health Division: Worksite Wellness Case Study

Oregon Public Health Association  
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PUBLIC HEALTH DIVISION  
Center for Prevention and Health Promotion

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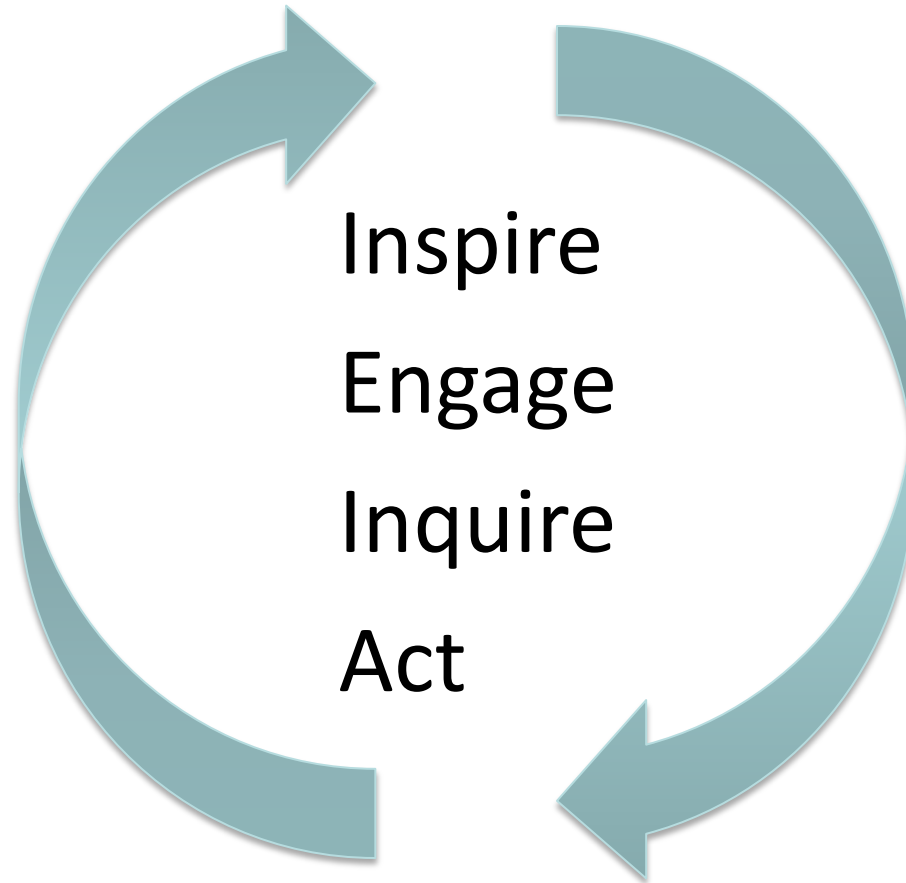
# Oregon Public Health Division

**Vision:** Lifelong health for all people in Oregon

**Mission:** Promoting health and preventing the leading causes of death, disease and injury in Oregon

- About 750 employees
- Two main worksites
  - Portland State Office Building
  - Public Health Lab


# Four Steps for Worksite Wellness



# Inspire – Engage – Inquire – Act

- Group of PHD employees interested in employee wellness
- Submitted proposal for Portland State Office Building Wellness Committee (Jan. 2010)
- Inspired PHD Leadership to act

# Inspire – Engage – Inquire – Act

 **Office of The State Public Health Director**  
Oregon Department of Human Services

<b>Policy Title:</b>	Public Health Division Wellness Policy		
<b>Policy Number:</b>	<b>Version:</b> 1.0	<b>Effective Date:</b> TBD	

Approved By: *Melinda O'Connor* Date Approved: *8/17/2010*  
(Authorized Signer Name)

[Policy](#) | [Procedures](#) | [Forms, etc.](#) | [Definitions](#) | [References](#) | [Contact](#) | [History](#)

**Overview**

**Purpose/Rationale:** The Oregon Public Health Division's mission includes promoting and encouraging healthy behaviors. Promoting and encouraging healthy behaviors among Public Health Division (PHD) staff is integral to achieving this mission. This policy establishes a wellness committee and a wellness plan for improving the health of all PHD employees.

**Applicability:** This policy is intended to supplement other Wellness efforts and practices of the Department of Human Services already in effect

**Failure to Comply:** Not applicable

**Whereas** improving the health and welfare of PHD employees is integral to achieving the mission of PHD, and;

the public health workforce is compromised by increasing obesity rates, tobacco use and the resulting chronic diseases, and;

evidence proves that policies and procedures promoting workplace health have a positive effect on employee productivity, and;

evidence proves that policies and procedures promoting workplace health result in a positive return on investment,

**Policy**

PHD Leadership approved  
Public Health Wellness Policy  
(Aug. 2010)

- Policy established **Healthy PHD Committee**


# Inspire – Engage – Inquire – Act

## Healthy PHD Committee formed

- Required one manager and one non-manager from each Office to participate
- Policy removed a barrier for engagement
  - Allowed 2 hours/month of work time to participate on Committee

# Inspire – Engage – **Inquire** – Act

- Healthy PHD developed a Charter (Oct. 2010)
- Committee reviewed wide range of data and evidence-based practices for worksite wellness
- Content experts educated committee on strategies and best practices

  
**Oregon Public Health Division**  
For: Healthy PHD Committee

**Charter**

We agree that this document represents our best understanding of the requirements for the Healthy PHD Committee. We realize that approved changes might require us to renegotiate funding, staff, resources, and schedule commitments for this project.

**Approval Signatures:**

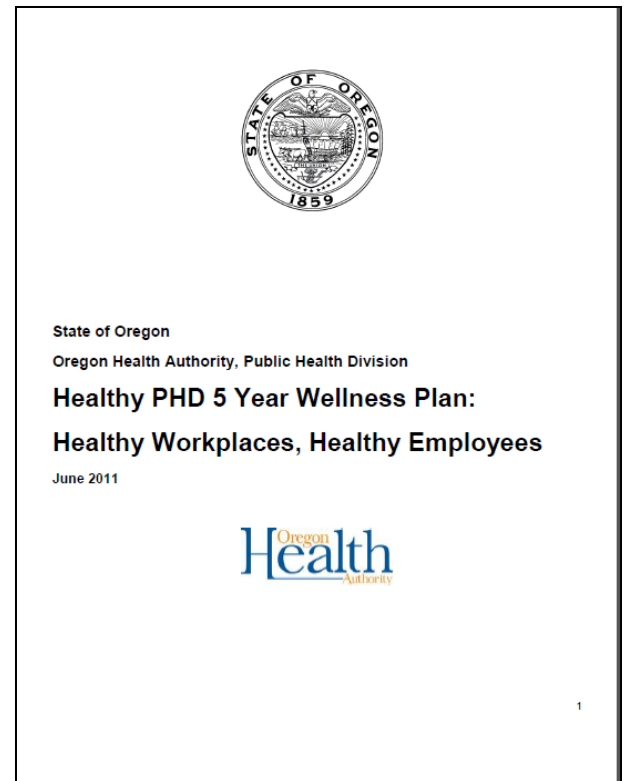
Project Sponsor(s):	Oregon Public Health Division Leadership Team
Date	Name
8/10/2010	William J. Costello
9/10/2010	Michelle Kot
8/18/10	Juanita Hagan
8/19/10	[Signature]
8/26/10	Kentri Hill
8/26/10	[Signature]
9/16/10	[Signature]

# Inspire – Engage – Inquire – Act

Healthy PHD developed 5 year  
Wellness Plan (June 2011)

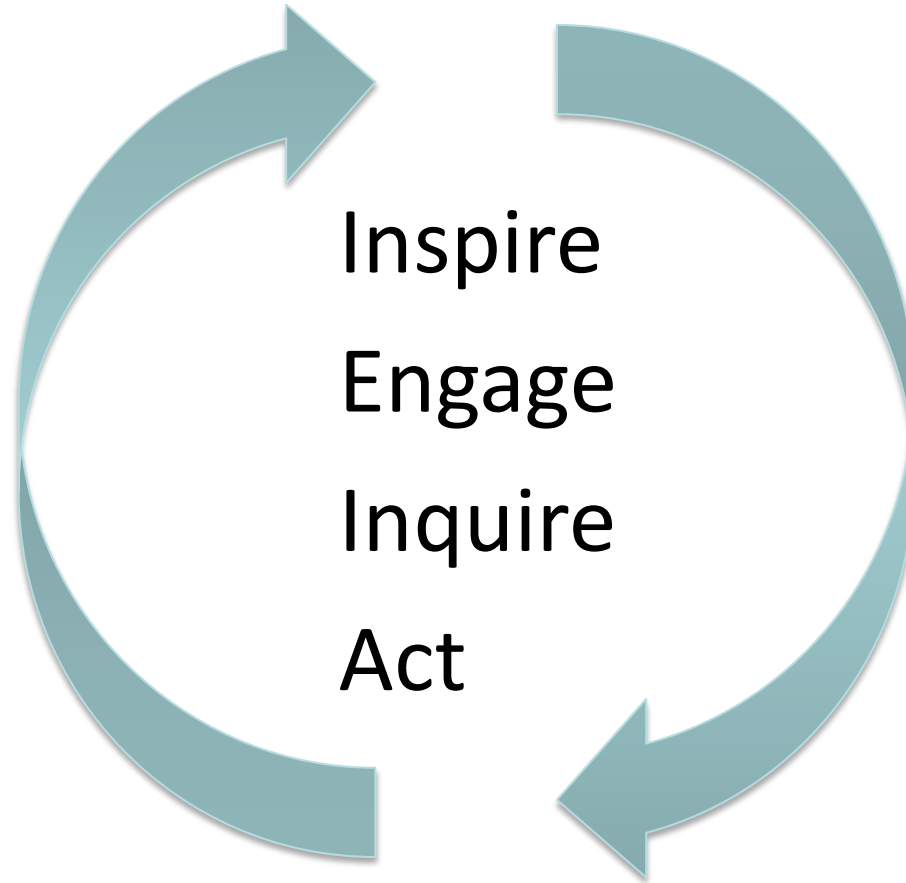
Mission: Improve the health of  
PHD employees through:

- Systems and policy change
- Health promotion
- Communication
- Evaluation





# What's next for Healthy PHD?



# Creating a Culture of Health

Working to create a supportive environment in our workplace



## CREATING A CULTURE OF HEALTH

# Questions?



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