

Strategic Health, Wellness, & Fitness Work Plan for Fire Rescue

Targets based on (year) Clinical Consult	Awareness, Education and Intervention Activities	Goal:
1. Musculoskeletal	Physical Activity, Healthy Eating, Weight Management Programs	5% increase in self-reported physical activity and healthy eating habits by 2010.
2. Circulatory System	Physical Activity, Healthy Eating, Weight Management Programs	5% decrease in self-reported risks for heart disease by 2010.
3. Neoplasms	Preventive Care, Healthy Lifestyles, Premium Designation Program for Cancer Care	5% increase in preventive care screenings.

Activity	Goal	Detail/Task	Responsible Party	Target Date	Status	Outcome
January	Determine health needs and readiness for behavior change among employees.	Encourage employees to take the online Health Assessment through health insurance websites	Wellness Coordinator	TBD	Open	
Launch Health Assessment Campaign	50% of employees will complete the online Health Assessment	Promote via tools on the Communication Resource Center or utilize materials from Section 1 on the <i>Tools for Wellness</i> CD-ROM: Flyers/Posters Payroll stuffers Postcards Set up computer labs at key locations to help employees complete the Health Assessment. Offer a \$25 incentive for completion or provide annual leave or comp time.	Wellness Coordinator			
February	Provide health education information and promote wellness activities aimed at the targeted health and wellness topics on the work plan.	Create monthly wellness newsletters via on the Employer eServices® Web site.	Wellness Coordinator	TBD	Ongoing	
Create Employee Wellness Newsletter	Prepare and distribute a minimum of 11 employee newsletters to stations	Use the planning tools and national health awareness calendar to help guide you to relevant and timely topics. Include monthly articles on target area topics.				

Activity	Goal	Detail/Task	Responsible Party	Target Date	Status	Outcome
February Offer Heart Night Seminar	Intervention aimed at increasing the amount of heart health knowledge among employees.	Sponsor Heart Night seminar with the American Heart Association. Secure location. Secure speaker. Prepare and distribute flyer. Distribute heart health information. Prepare and distribute program evaluation.	Wellness Coordinator	TBD	Open	
March Sponsor a Back Pain Health Fair	Intervention aimed at reducing the number of Musculoskeletal problems among employees.	Sponsor a Back Pain Health Fair. Use resources from the <i>Tools for Wellness</i> CD-ROM to educate employees on safe lifting techniques, weight control, ergonomics and physical activity. See Section 4 - Employee Health Fairs.	Wellness Coordinator	TBD	Open	
Healthy Body Weight						
April Sponsor Lose and Win Program	Intervention aimed at increasing the number of employees who achieve and maintain a healthy body weight.	Sponsor an Employee Weight Loss Incentive program. Utilize Lose and Win resources on the <i>Tools for Wellness</i> CD-ROM. See Section 3 - Employee Health Engagement Programs. Determine incentives. Distribute marketing materials.	Wellness Coordinator	TBD	Open	
May Sponsor Walk to Health Program	Intervention aimed at increasing daily walking habits and physical activity among employees.	Utilize Walk to Health resources on the <i>Tools for Wellness</i> CD-ROM. See Section 3 - Employee Health Engagement Programs. Promote the value of physical fitness activity.	Wellness Coordinator	TBD	Open	
Physical Activity						
June Annual Clinical Consultation	Identify major cost drivers and make recommendations for health improvements and cost savings.	Obtain and present Clinical Consultation report to determine impact of workplace wellness activities.	Medical Director Wellness Coordinator	TBD	Open	

Activity	Goal	Detail/Task	Responsible Party	Target Date	Status	Outcome
July Implement Farmer's Market	To promote healthy eating habits among employees. 5% of employees surveyed will report increased consumption of fruits and vegetables.	Host weekly Farmer's Market. Include activities to raise health awareness around healthy eating and physical activity. Promote 5-a-day campaign and work with station officers to offer nutritional food options.	Wellness Coordinator	TBD	Open	
August Promote Physical Fitness	Intervention aimed at improving the number of employees who participate in physical activity at least 30 minutes per day.	Promote stair use among employees. Utilize " Step-Up to the Challenge " resources on the <i>Tools for Wellness</i> CD-ROM. See Section 3 - Employee Health Engagement Programs.	Wellness Coordinator	TBD	Open	
September Sponsor Employee Health Fair	Intervention aimed at improving the number of employees who participate in wellness awareness activities.	Sponsor a Know Your Numbers Health Fair (annual)—include screenings, such as Body Fat Analysis, Cholesterol and Blood Pressure. Offer fitness assessment: Including cardiovascular, muscular strength and endurance, and flexibility A Health Fair Planning Guide , the Know Your Numbers Health Fair Flyer and Screening Report Card are available on the <i>Tools for Wellness</i> CD-ROM under Section 4 - Employee Health Fairs.	Wellness Coordinator	TBD	Open	
October Promote Cancer Prevention and screenings	Increase cancer screening rates for breast, cervical, colon and prostate cancers.	Utilize articles from UnitedHealthcare Communication Resource Center in employee newsletter. Distribute posters and set up displays in key locations throughout your company.	Wellness Coordinator	TBD	Open	
October Promote Respiratory Health	Interventions aimed at lowering the number of respiratory claims during flu season.	Provide flu shots at the workplace for employees. Promote UnitedHealthcare Asthma Disease Management program. Educate employees on how to prevent respiratory infections, such as frequent hand-washing.	Wellness Coordinator	TBD	Open	
November Provide Smoking Cessation Information	Intervention aimed at reducing the number of employees who smoke.	Promote the use of UnitedHealth Wellness SM resources for smoking cessation. Distribute Smoking Cessation Resource Sheet located on the <i>Tools for Wellness</i> CD-Rom, Section 2 – UnitedHealth Wellness Resources and Tools for Wellness.	Wellness Coordinator	TBD	Open	

Activity	Goal	Detail/Task	Responsible Party	Target Date	Status	Outcome
December Offer Coping with Holiday Stress Evening Seminar	Intervention aimed at reducing added stress among employees.	Promote and offer holiday stress seminar to all employees. Secure convenient location. Secure speaker. Prepare and distribute promotional materials. Distribute and summarize program evaluation.	Wellness Coordinator			
