

EUTF EMPLOYERS: A GUIDE TO WORKPLACE WELLNESS BENEFITS & RESOURCES

September 2018



**Hawaii Employer-Union Health Benefits Trust Fund
201 Merchant Street, 17th Floor
Honolulu, Hawaii 96813**

State and county employers: Do you know EUTF will help you plan and implement a worksite wellness program.

The EUTF employer worksite wellness survey (October 2017) revealed nearly 96 percent of our employers have no or limited capacity to implement worksite wellness programs. Major barriers stated include limited staff, resources and time. Sixty-eight percent of employers stated they would like EUTF to coordinate implementation of planned worksite wellness activities.

EUTF is committed to provide the support state and county employers need to plan and implement worksite wellness programs. Our goal is to have all employers provide at least one event per year to engage employees in wellness activities.

This guide will give you some ideas on how we can work together to bring worksite wellness to your department.

Cost of worksite wellness programs. There is no cost to use and implement EUTF plan benefits, resources and services.

The purpose of this guide is to:

- ◆ Increase awareness of workplace wellness plan benefits and other EUTF resources and services available to our employers;
- ◆ Describe wellness programs and activities that can be offered at your workplace; and
- ◆ Encourage employers to contact EUTF to develop a 2019 worksite wellness plan.

**Implementing a worksite wellness program
is a voluntary activity.**



Begin or Continue Your Worksite Wellness Journey in 2019!

EUTF WORKS WITH STATE AND COUNTY EMPLOYERS TO:

Survey employers and employees to understand their level of interest and resource capabilities to engage in worksite wellness.

Identify wellness goals that fit the employer and employees needs and resources.

Design wellness programs inclusive of all employees regardless of health plan affiliation.

Promote wellness benefits included in the EUTF health benefit plans and offer added services provided by our community partners such as the American Diabetes Association.

Implement plans and coordinate vendors and services to deliver wellness programs at your worksite.

Evaluate wellness activities to ensure programs are meeting the needs of our employers and employees.

Incorporate lessons learned and best practices to continuously improve our wellness programs.

Workplace Wellness Planning

Getting started. An employee interest survey is one method to begin the process.

EUTF works with employers to develop, implement and analyze an online survey to understand employees interest in worksite wellness. This short survey is designed to assess the following:

- Likelihood of participating in health promotion activities *such as* a wellness fair, health assessments, screening services, classes and workshops;
- Interest in transforming the work environment to promote health and wellbeing;
- Motivations to participate in worksite wellness; and
- Barriers that would prevent participation.

Survey results provide a roadmap for developing an implementation plan that would offer wellness activities that employees would likely engage in.

Workplace Wellness Activities

An **ANNUAL WELLNESS FAIR** is a popular engagement event with employees to kick-off your worksite wellness program. The following activities are coordinated by EUTF:

- Measurement of Body Mass Index (BMI) & body fat from the exclusive walk-on health monitor.
- Measurement of blood pressure and non-fasting blood glucose diabetes screening test.
- Fitness assessment of upper body strength, flexibility and balance.
- Stretching exercises designed for worksite micro-breaks, and massage techniques and tools demonstrated by physical therapists.
- Information on lifestyle change benefit programs *such as* the Diabetes Prevention Program and health coaching.
- Employee voting for health promotion classes to be offered at their worksite.
- Blue Zones Project® can include “smoothie making” bike riding activity.
- Benefit information from EUTF and its plan carriers HMSA, Kaiser Permanente, CVS, Hawaii Dental Service and VSP representatives.
- Resources on financial scams and tips on fraud prevention from DCCA.
- Services provided by the State’s Employee Assistance Program.
- Resources for advance care planning
- Online and mobile health assessment questionnaire with incentive programs for completion.
- Community resources to be more active and fit.

Activities included for your event will vary depending on the size of the space and vendor availability.

Workplace Wellness Benefits

Health Promotion Workshops

Health education classes are provided to employers and delivered by our plan carriers and EUTF community partners. Prioritizing classes to offer at your worksite can be accomplished by surveying your employees (see page 4 of this guide).

Most classes are one hour; however, can be tailored to meet lunch-time needs.

Sample topics include:

- ◇ Advance Care Planning
- ◇ Personal finances
- ◇ Understanding your EUTF benefits
- ◇ Investor education
- ◇ Disease awareness such as Diabetes 101
- ◇ Healthy sleep
- ◇ Healthy aging
- ◇ Digestive health
- ◇ Stress management
- ◇ Back Fitness
- ◇ Preventing colds and flu
- ◇ Nutrition
- ◇ Dental health
- ◇ Muscle fitness
- ◇ Weight awareness
- ◇ Positive psychology *and more.*

Note: Not all health promotion classes are available on all islands. Contact EUTF for more information and to schedule classes.

Workplace Wellness Benefits

Blue Zones Project®

The Blue Zones Project® is a benefit included in the EUTF HMSA medical plan and is available to all EUTF employers at no cost.

Blue Zones Project® Worksite wellbeing model.

Where business and their employees flourish as a result of an environment that supports healthier choices. Our six-stage model lowers absenteeism and healthcare costs, increases productivity, and builds a more engaged and focused workforce.

Employers wishing to engage in this program and work to achieve approved status will be encouraged to gather a team of employees to meet with a Blue Zones Project® team member. You will learn about tools and resources available to support becoming a Blue Zones Project® approved worksite.

The six workplace pledge areas include:

1. Leadership
2. Purpose
3. Habitat/Physical Environment
4. Engagement/Creation of Social Networks
5. Policies & Benefits
6. Well-Being Solutions

Worksites interested in registering with Blue Zones Project® and accessing the full worksite pledge can follow this link: <https://hawaii.bluezonesproject.com/organization/signup-start> or email eutfwellbeing@hmsa.com



Workplace Wellness Benefits

Screening Programs

Biometrics for HMSA Members

The primary focus of the biometric screening program is for members to receive and understand key metrics relating to their health. The process takes about 10-15 minutes to complete and includes the following measures:

- Blood pressure
- Blood glucose level
- Total and HDL cholesterol levels
- Height/weight, BMI and waist circumference

Allow 45 days for event and logistics coordination.

A minimum of 25 HMSA members/per day are required to be signed up at least 10 days prior to the screening event.

Closing Your Care Gaps for Kaiser Permanente Members

The "Care gaps program" offers the convenience of an on-site mini health clinic. This 30-minute appointment provides employees the time to get up-to-date with their care and meet with a registered nurse who can:

- Answer questions about health;
- Schedule overdue preventive screenings;
- Administer overdue immunizations; and
- Update vital signs: blood pressure, height, weight, body fat percentage, and Body Mass Index (BMI).

A minimum of 10 participants and maximum of 28 participants per day for Oahu only.

Workplace Wellness Benefits

Health Risk Assessment

RealAge® Test for HMSA Members

Sharecare's RealAge Test is a clinically validated health risk assessment that can help independently predict lifespan. It evaluates eating, exercise, and sleep habits, along with family history, behaviors, and existing conditions resulting in a RealAge assessment. After getting your RealAge customized information on how to change behavior to achieve a younger RealAge is provided.

RealAge® is a registered mark of Sharecare, Inc.

Sharecare, Inc., is an independent company that provides health and well-being programs to engage members on behalf of HMSA.

Total Health Assessment for Kaiser Permanente Members

The Total Health Assessment is an online questionnaire designed to help examine the many factors affecting health and prioritize lifestyle changes that can support living healthier. Participants receive a

summary of their results upon completion and can participate in the healthy lifestyle program with nine health topics to choose from.

Results can be saved to electronic medical records if chosen.

Health assessments can also be provided as an engagement activity at a "Wellness Fair" (see page 5 of this guide) or as a stand-alone activity at your worksite.

Employer Worksite Wellness Resources

Do you know EUTF has a health and wellness page just for employers? Click on this link <https://eutf.hawaii.gov/health-and-wellness/employers/> to go to EUTF website for the latest updates including:

- EUTF Employers: A Guide to Worksite Wellness Benefits and Resources.
- Department of Human Resources Development “*Worksite Wellness Policy*”
- Health promotion catalogues and presentation flyers.
- Fillable promotional flyers.
- Evaluation forms
- Worksite wellness legislation
- Blue Zones Project® pledge action sheet

2019 EUTF Worksite Wellness Calendar

If you are thinking of scheduling a wellness fair or other worksite wellness activities in 2019 let us know as soon as possible. EUTF will begin to secure the services and vendors you need to make your event a huge success!

**For more information about workplace
wellness or to start planning your wellness
program contact**

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To obtain a copy of this guide visit the
EUTF website at:

<https://eutf.hawaii.gov/health-and-wellness/employers/>

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