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Staying Alive! What Wellness Programs Need to Survive & Thrive

September 5, 2019

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Session Outline

- I. Government Code 664
- II. Key Concepts for a Wellness Program
- III. Resources from DSHS, ERS, BCBS, EAP
- IV. Discussion / Brief Planning Exercise



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2007 Legislative Session: Gov. Code 664

- DSHS shall designate a statewide wellness coordinator
- All state agencies shall designate a wellness liaison
- DSHS shall develop the Texas Model Wellness Program

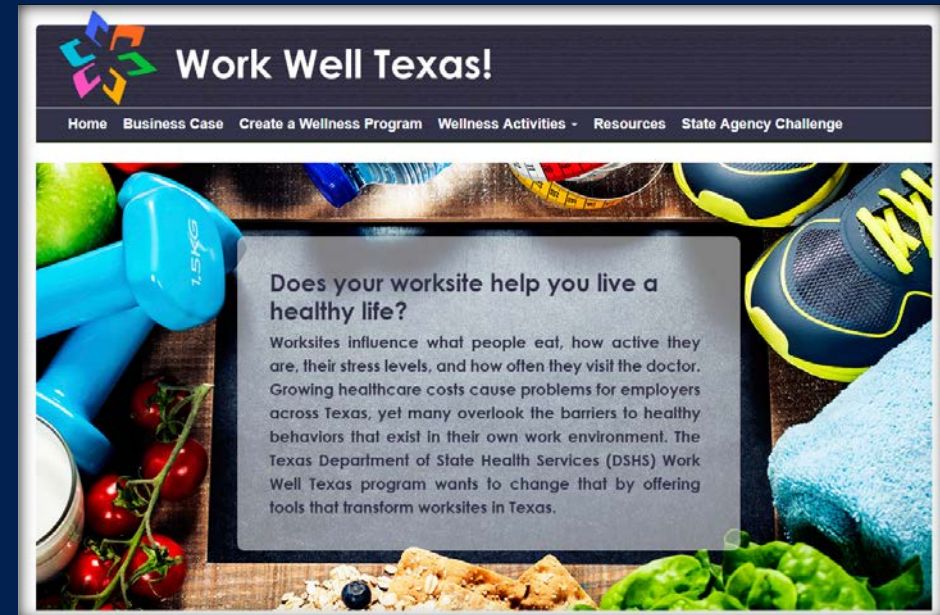


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Work Well Texas site:

www.wellness.state.tx.us



Texas Model Wellness Program

Key health behaviors

- Tobacco use
- Physical activity
- Diet
- Stress management
- Health screenings
- Mother-friendly policies



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Trivia Break!

1. In 2016, Billboard listed the top 35 disco songs of all time. At No. 1 was:
 - "Stayin' Alive" by the Bee Gees
 - "I Feel Love" by Donna Summer
 - "I Will Survive" by Gloria Gaynor
 - "Heart of Glass" by Blondie
2. Who performed...?
 - We Are Family
 - Get Down Tonight
 - Disco Inferno
 - Good Times
3. The Bee Gees underwent a reincarnation when they moved from their original soft rock sound to disco. Their original band name was..
 - The Moths
 - The Dino Boys
 - The Spiders
 - The Rattlesnakes



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Trivia Break!

4. Who's who?



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How Do We Address These Behaviors?

Combine activities, environments, and resources

- Activities - classes, events, challenges
 - Offerings that employees *participate* in
 - Short-term initiatives, come and go with staff interest
- Environments - policies, practices, facilities
 - HR policies, fitness room, vending/cafeteria
 - Long-term change: harder to achieve, but impacts more people over longer periods of time
- Wellness Resources - Health plan, Well onTarget, EAP
 - Services, programs, and tools already available



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Title (Auto) **Wellness Program Framework**



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	Activities, Programs, Events, etc.	Changes to Policies, Practices, or Facilities	Resources
Physical Activity	Ex: Walking groups, Get Fit Challenge, exercise classes	Leadership allows flex or other time for physical activity	Fitness Program, Blue Points, online classes, trackers, Health Coaches, Real Appeal
Healthy Eating	Weight Watchers, water challenge, meatless Mondays, Farm to Work	Informal policy to serve healthy foods or water at meetings, birthday parties, etc.	Fitness Program, Blue Points, classes, trackers, Health Coaches, Real Appeal, Naturally Slim
Tobacco Cessation	Onsite tobacco cessation classes	Smoke-free or tobacco-free campus policy	Online classes, cessation medications
Screenings & Assessments	Onsite biometric screenings	Leadership awards time off for completing HRA & annual physical	Online HRA, health plan
Stress Management	Lunch & learns, classes, meditation	Leadership approves flex time for commuting, working remotely, permanent use of certain spaces for relaxation/meditation	Classes, trackers, Health Coaches, EAP
Mother Friendly	Educate employees about best practices for worksites	Implement policies setting aside time and facilities for nursing mothers	Texas Mother Friendly Worksite Program website: texasmotherfriendly.org

Wellness Program “Infrastructure”

- Wellness council: Don't do it all yourself!
 - Charter: identify mission, vision, roles
 - Work plan: activities, objectives, subcommittees
 - Representation, volunteers vs “volun-tolds”
- Data for planning and engaging leadership
 - Staff interests/needs & claims/cost data if available
- Communications
 - Webpage with policies, forms, links
 - Frequency, topics, resources



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More About Communications

- Monthly/Quarterly emails to staff
 - Create listserv of staff interested in wellness if necessary
 - Promote events, classes, and BCBS resources
 - Promote webpage with information, links, etc.
- Identify executive champion & meet quarterly
 - Provide insight and guidance
 - Help elevate wellness issues
 - Add you to Exec Team agenda 1-2 times/year?
 - Allocate funds?



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Trivia Break!

5. Who performed...?
 - Last Dance"
 - Lady Marmalade
 - It's Raining Men
 - The Hustle

6. Where was the anti-disco rally Disco Demolition Night held?
 - New York's Madison Square Garden
 - Boston's Fenway Park
 - Chicago's Comiskey Park
 - Los Angeles' Dodger Stadium

7. How much did the guy make who did the duck voice in the disco tune "Disco Duck": \$3.59, \$50, \$10,000, or \$1 Million?

8. What is the full name of KC of K.C. and the Sunshine Band?
 - Harry Wayne Casey
 - Hugh Kasinski
 - Harvey Casey
 - Harrison Fordham



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Resources from DSHS, ERS, BCBS, EAP

- DSHS: Help with building a wellness program
 - Statewide Wellness Coordinator: Lesley.Jimenez@dshs.texas.gov
 - Step-by-step instructions/advice at www.wellness.state.tx.us
 - Lesley can meet with you or your wellness council
 - Vetted questions for staff surveys
 - Sample policies, work plans, charters, other documents
 - Data on agency coordinators and state employees
 - Professional development resources



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Resources from DSHS, ERS, BCBS, EAP

- ERS: Reaching employees, leadership, other coordinators
 - Health Promotion Administrator: Lacy.Wolff@ers.texas.gov
 - Website explaining wellness benefits (including non-BCBS)
 - Branded wellness flyers and fact sheets
 - May have claims/cost data for your agency
 - Porter Wilson may be able to meet with your Exec Team
 - Lacy available for presentations and lunch-and-learns
 - Coming: online resource hub for coordinators



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Resources from DSHS, ERS, BCBS, EAP

- BCBS: Wellness benefits and programming
 - Regional staff available for presenting/explaining benefits
 - Well onTarget wellness portal
 - Blue Points, coaching, self-paced classes, etc.
 - Branded marketing materials
 - In-depth analysis of agency wellness barriers/facilitators
- Employee Assistance Program (e.g., Deer Oaks)
 - Free legal, financial, relationship, and mental health counseling



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It's OK.... You Can Take Your Time!

- It's a marathon, not a sprint
- Baby steps are fine
- Build a long-lasting foundation over time
 1. Establish infrastructure: wellness council and work plan
 2. Communicate with staff and leadership
 3. Increase activities/events
 4. Recommend policy/environmental changes



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Questions / Exercise

Complete the planning form to identify

1. Gaps in wellness offerings
2. Gaps in wellness infrastructure
3. Gaps in communications with staff/leadership
4. Action steps to address those
5. Resources required



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Trivia Finale – Saturday Night Fever!

9. Who played Travolta's love interest?
 - Olivia Newton John
 - Karen Lynn Gorney
 - Donna
 - Debra Winger

10. Which of Travolta's relatives had a part: His brother, dad, aunt, mom, sister?

11. Who purchased from a charity auction John Travolta's white suit?
 - Actress Jane Fonda
 - Film critic Gene Siskel
 - Director Ron Howard
 - Actor Sean Penn

12. What was the name of the discothèque in the film?
 - Brooklyn Xanadu
 - Bay Bridge Bolero
 - The Rainbow Room
 - 2001 Odyssey



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Thank you!

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