

Training Circular



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Health and Wellness Initiatives

Health and productivity go hand in hand. Statistics reveal that healthy employees perform 25% better than their peers who are not healthy. Employees' wellness programs, will foster a healthy, happy, and highly motivated workforce. This will also impact the number of employees who take sick days and improve the efficiency of the team.

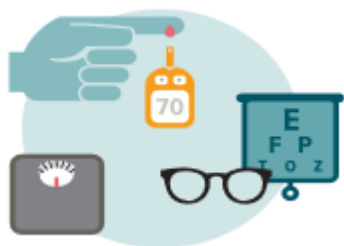
For this reason, a wellness program that takes care of your employees' health, and supports them while in stressful stages will reward you with improved productivity at work.

Wellness programs generally consist of some combination of three prongs:

1. Screening for potential health problems
2. Disease management—Keeping tabs on diseases
3. Promoting healthy lifestyles to reduce health risk



Prongs of a Workplace Wellness Program



SCREENING

- Health risk assessment
- Blood sugar
- Blood pressure
- Body weight/body mass index
- Body fat percentage
- Bone density
- Cancer screening
- Cholesterol
- General physical exam
- Psychological stress
- Tobacco use
- Vision
- Hearing
- Other



DISEASE MANAGEMENT

- Alcohol and/or drug abuse counseling
- Blood sugar management
- Cholesterol management
- Fitness program
- Healthy eating program
- Health education classes
- Smoking cessation program
- Stress management program
- Weight/obesity management
- Other



LIFESTYLE OR RISK FACTOR MANAGEMENT

- Alcohol and/or drug abuse counseling
- Blood sugar management
- Cholesterol management
- Fitness program
- Healthy eating



Wellness Ideas

Below are 5 simple workplace wellness ideas we believe can help any company kick start true health within the work environment:

Healthy Shopping and Meal Planning

Good health starts at the grocery store. Employees should make healthier purchases and plan a healthier menu. Shopping and meal planning are both important skills to develop in order to get and stay healthy.

Stress Management

Stress is one of the four key factors that contribute to chronic disease. Chronic, unmanaged stress over time can lead to major health problems, as well as unhealthy coping mechanisms, such as stress eating.

Debunking Nutrition Myths

It debunks the fads and shows that crash diets don't work. In addition to highlighting what's not working, we should make healthy eating an everyday occurrence. A healthy lifestyle is a process, not an occurrence.

Family Fitness

Getting family members involved in making healthy lifestyle changes is a great way to jumpstart workplace wellness. An employee that goes home at the end of the day and has loved ones who are supportive and onboard with their wellness goals is a major plus.

Training Circular TDCJ Risk Management Department

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The Training Circular, a publication of the Texas Department of Criminal Justice Risk Management Department, is published monthly in an effort to promote and enhance risk management awareness on issues relating to TDCJ employees.

Comments, suggestions and safety related items are welcome.

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References: ♦ kareliahealth.com ♦ knowablemagazine.com ♦