

Perham Health Reignites Worksite Wellness

Wellness Committee Creates Strong Foundation

In Minnesota, over half of employers with 100 or more employees participate in health promotion programs.¹ Incorporating wellness into the worksite can be challenging, but Perham Health, a member of the 2017 PartnerSHIP 4 Health (PS4H) worksite wellness collaborative and home to almost 500 employees, has made significant strides towards improving employee health.



Like other collaborative participants, an active wellness team has been the key to success. In order to build a strong foundation with support from across the organization, the founders hand-selected team members from 10 different departments. Their work is already well-supported by management, and employee wellness and retention is one of the organization's 2018 strategic goals.

Last July, the wellness team organized a wellness screening that drew an impressive attendance of 250 people, or roughly half of all employees. Incentives included a \$200 insurance rebate for those on the Perham Health plan, and drawings for 30 health-related prizes including gym memberships, reimbursements for exercise equipment and foam rollers. Maggie Fresonke, Perham Health's Population Health & Volunteer Coordinator, helped ensure the event's success through a strong outreach effort. In addition to attending the staff meetings of many departments to promote the event, she created a video advertisement that could be accessed by all employees explaining the benefits of attending.



PS4H's 2017 Worksite Wellness Partners

Perham Health's wellness team plans to use the results from the biometric screening event to shape their efforts going forward. One of the key takeaways from the event was

that 70 percent of staff are at risk of prediabetes based on their BMI. In response, the team is exploring how to include more staff participation in their successful patient-focused I CAN Prevent Diabetes program. Both the screening and a separate Health Interest Survey indicated that stress is also a major concern for Perham Health employees, which the team has taken to heart as they plan upcoming initiatives.

Early Successes

The wellness team has found initial success in areas such as food service and breastfeeding support. They led the effort to remove sugar-sweetened beverages from the fountain in the cafeteria, and used funding from PS4H to defray the cost of a cooler that helps them provide fresher, healthier food to staff at their Perham Living campus. Both the Perham Health and Perham Living campuses include mothers' rooms to support breastfeeding, and the wellness team is also pursuing official designations as both a baby-friendly hospital and workplace.

The PartnerSHIP 4 Health worksite wellness collaborative empowers worksites to learn from and support each other as they create sustainable healthy environments for their employees. It serves as a forum where members can share best practices, resources, and lessons learned in a supportive environment. "Not only did the collaborative provide us with the tools we needed to lay the foundation for a successful program that focuses on policies, systems and environments, but they also helped us build relationships with other organizations in our same position, area health experts and resources that we can use to build our program," said Perham Health's Fresonke. "Aside from all the tools and resources, the collaborative was a ton of fun! I give credit to PS4H with the initial successes of Perham Health's Live Well Team and I encourage every organization to go through the collaborative to kick start their new or existing program."

Is your organization interested in improving wellness at work? Contact PartnerSHIP 4 Health to learn more about joining an upcoming collaborative.

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¹ <http://www.health.state.mn.us/divs/oshii/worksite/>