

October 14, 2008

**Black River Memorial Hospital  
Business Health Services**

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*How it all  
began...*

# proACTIVE Wellness Initiative (pAWI)

- ~ Health Partners formed committee in 2005, added Business Partners to specifically discuss worksite wellness programs
- ~ Grant received in 2006 (approximately \$130,000) funded by the Wisconsin Partnership Fund for a Healthy Future through the Strong Rural Communities Initiative - a partnership between RWHC, WORH, UW, MCW, and six Wisconsin hospital initiatives
- ~ Formal pAWI meetings monthly + subcommittees worked to design template and evaluation tools for worksite wellness programming
- ~ Began working with pre-determined businesses Summer 2006
- ~ 2-3 businesses to have been completed annually for a total of seven
- ~ Up to 30 "volunteers" elicited at each site, paid as work-time

## pAWI Programming

### Programming included:

- HRA (Health Risk Assessment), contracting with Healics® -
- Individual Consults - report findings of health status and set goals
- Interactive Programming Sessions, generally 1 hour long -
  - Nutrition: how to read labels, portion size control, cut calories and make a difference (2 sessions) ways to
  - Fitness: ways to fit exercise into every day, cardio vs. strength training (2 sessions)
  - Cooking Healthy *Used Hospital staff to present whenever possible*
  - Hazards of Tobacco
  - Stress and Depression (2 sessions)
  - Alternative Medicine (CAM)
- Weekly Challenges and Activities throughout
- Follow up HRA to determine any changes in health status -

# IMPACT of pAWI

*Mike Prindle: This program is very informative - pay attention and it will help you... it did me.*

## *Just a few of the many successes...*

- ❖ Three participants increased their Healics Score by more than 10 (12, 13 & 16)
  - ❖ From these three, total weight loss: 29 lbs
  - ❖ Triglycerides lowered for one by 52
- ❖ Another participant got real active, lost 20 lbs and lowered Cholesterol from 246 to 228 (-18), and Triglycerides from 262 to 134 (-128)
- ❖ Another participant lowered their Cholesterol by 17 and Triglycerides by 37
- ❖ Four participants had tremendous drops in Cholesterol: 42, 61, 69, and 222! And another lowered Triglycerides by 368! (These tests were done by Gundersen Lutheran)
- ❖ Three with high blood pressure got their readings under control
- ❖ Six employees QUIT using tobacco!
- ❖ One participant lost 16 lbs... many others lost some weight, 44% followed up with physician/provider  
Total wt loss: 114.7 lbs (39 total participants)

# IMPACT continued...

*Deb Horan: I think it's great that my employer thinks that my health is important enough to provide an initiative such as this.*

## *A few of the Successes...*

- ❖ Six participants had increases in Healics Score by more than 10 (11, 12, 13, 15, 16 & 22)
  - ❖ From these six, total weight loss: 45 lbs
  - ❖ Cholesterol lowered for one by 32, and another by 88 (on meds)
  - ❖ Triglycerides lowered for one by 79, and another by 88
  - ❖ One with high blood pressure got it under control
- ❖ Another participant dropped Glucose level from 263 to 209 (down 54)
- ❖ Another dropped Cholesterol level from 207 to 146 (down 61) & Triglycerides from 116 to 68 (down 48)
- ❖ Many others were able to lose some weight and improve their body composition results  
Total wt loss: 150 lbs (50 total participants over two years)

# IMPACT continued...

## *Successes:*

- ❖ One participant discovered he had Type II Diabetes, received follow up care and meds, and improved his Healics Score by 30, his Cholesterol by 35, his Triglycerides by 162, and Glucose by 35
- ❖ Another participant was moderately high in a few areas, decided it was due time for an annual physical, and ended up with prostate cancer... he had major surgery and is doing fine

*Donna & Richard Hurd: We were surprised at how receptive employees were to the health screenings & it was interesting to note that some who were hard-nosed about going to the doctor were now making appointments to follow up on concerns. Dick discovered that he had Type 2 Diabetes – something that did not come out in his yearly physical. We feel this is definitely something other companies should pursue.*

(23 total participants)

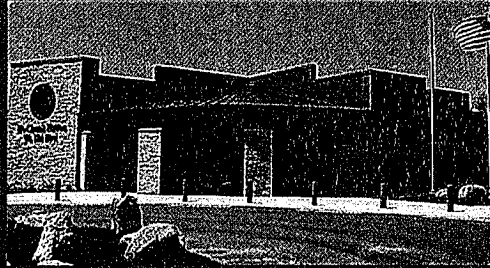
# IMPACT continued...

*Nick Hanson: Everyone knows what they should do but when you hear it & see it in this program it makes you feel like doing it. This program helped me see more options to a better life & make changes for me & my family.*

## *A Few Successes...*

- ❖ Four participants increased their Healics Score by more than 10 (12, 12, 15 & 40)
  - ❖ From these four, total weight loss: 22 lbs
  - ❖ Cholesterol lowered for one by 76, and another by 32
  - ❖ Glucose lowered by the "40-pointer" by 102 (205 to 103), Triglycerides by 323 (549 to 226) and blood pressure from 160/98 to 130/88
- ❖ Another participant lowered LDL Cholesterol from 113 to 80 (-33), another lowered Triglycerides from 455 to 240 (215), and another lowered Glucose from 121 to 105 (-16)
- ❖ One participant QUIT smoking
- ❖ Two participants have been extremely motivated and instrumental in keeping the employees going (24 total participants)

*Data is inconclusive at this time as we have not completed the program*



## Majestic Pines Casino

pAWI Began May 2008

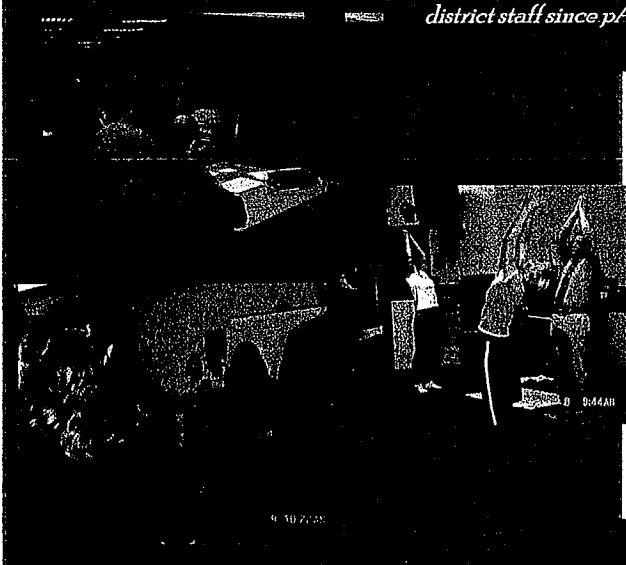
## Promotion

- Results were phenomenal – we saw improvements in almost every critical area with each business, as well as experiencing a number of “catches”
- Results were tracked and charted – HRA totals and surveys (both before and after onset of programming), changes and overall averages of biometric measurements and lab results, as well as self-reported survey information
- Want a good read? Our first year’s grant report was 17 pages long, plus data reports, forms & appendixes
- Without revealing PHI, data was openly shared with businesses and organizations – including Rotary, Lion’s Club, Homemakers, WHA, etc.

# What has this evolved into?

## BRF School District "Wellness Day"

*Health & Wellness days have been offered to district staff since pAWI programming ended*



*proACTIVE Wellness Initiative*  
*"Working Together for a Healthier Tomorrow"*  
Friday February 8, 2008 - 8:00 AM  
High School  
Finding Time to Better Your Health  
Joel Gartner, D.C.  
8:00-8:30 am or 8:45-9:15 am  
LMC

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Relaxing with Yoga  
Sue Wester  
8:00-8:30  
(Don't eat 1 hour prior to class, wear comfortable clothing and bring a mat or beach towel)  
Band Room

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Wellness For Everyday  
Becky Windsor, PTA  
8:45-9:15  
Band Room

Come join the fun and work away the winter blues.

# Regal Beloit Motor Technologies

- ~ Cholesterol, Glucose & Biometric Measurements for Carrier - monthly
- ~ On-site rehabilitation services (Monthly chair massages, SOS Clinic)
- ~ Wellness Programming (Continuous)
- ~ Hearing Conservation Program (Summer 2007)



"[The pAWI] Program helps to bridge the gap between basic health knowledge & a healthy lifestyle. It is very informative & it encourages you to strive towards small changes to positively affect your health. I think this is a very important program that helps to keep people proactive about their own health!"

Quoted by Holly Laufenberg

# Wal-Mart



Health Risk Assessment  
 October 2006  
 Wellness programming



Management



# Jackson County



## Summer 2008

Ergonomic Worksite Assessments

Hearing Conservation Program

## Coming 2008-09

Fit Testing

Health Risk Assessments

Pre-employment Physicals (?)

# Jackson Electric

~ Cholesterol, Glucose & Biometric Measurements for Insurance Carrier 17 participants (2008 - to be done twice annually)



## Ho Chunk Nation

Met with Accreditation Board to present:

- ~ HRA's for Employees and Tribal Members
- ~ Case Management Services

*Others we are currently working with:*

- ~ Lunda Construction
- ~ Land O' Lakes
- ~ Hart Tie & Lumber
- ~ Cummins Filtration
- ~ Black River Area Childcare Center

# Immunizations Wellness Promotion

- Consulting
- Partnering with insurance carriers
- Assistance with Programs and Activities, including  
Employee Health Fairs and other Wellness Events

Hearing Conservation Program  
Educational Trainings for Businesses  
Community Health Fairs & Events

# *Questions?*

**Black River Memorial Hospital**  
~ Business Health Services ~