

“Healthy. . . For Life”

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# Baptist Health

- For more than 50 years, Baptist Health has been providing comprehensive health care services to the residents of Northeast Florida and Southeast Georgia.
- Our team of @7,900 caregivers are committed to meeting the needs of the community.

# Vision for Wellness

- To create and design a comprehensive and holistic employee wellness program for all employees of Baptist Health.

# Strategy

- Transition the traditional employee health model to an employee health and wellness model taking a proactive approach to workplace safety and wellness.

# Workplace Wellness

- Began by conducting an audit of current wellness programs available to the staff.
- Created a web page for our staff highlighting all the wellness services available to them.

# Human Resources

## "Healthy...for Life"

Baptist Health is committed to the health of its employees. There are many resources and avenues available with Baptist Health's facilities, and these have been assembled to create a Circle of Wellness.



### Be Healthy

#### *Fitness*

- [Exercise Options At or Near Work – Downtown](#)
- [Exercise Options At or Near Work – Beaches](#)
- [Personal Training](#)
- [Yoga Class](#)
- [Massage Therapy](#)



### Be Safe

#### *Safety At Work*

- [Transferring and Lifting with Care \(TLC\)](#)
- [Injury Investigations](#)
- [Ergonomics - Your Computer Workstation](#)
- [Online Resources](#)



### Be Balanced

#### *Peace of Mind*

- [Employee Assistance Program](#)
- [Family Issues](#)
- [Depression](#)
- [Stress Management](#)

# Injury Prevention and Minimal Lift

- First area of focus was workplace safety
  - Primary concern of our caregivers is the physical demands of the job.
  - Recruited an injury prevention specialist to focus on preventing workplace injuries.
  - Introduced a Minimal Lift Program that utilizes assistive equipment to safely lift and transfer patients.

# Injury Prevention

- Ergonomic Evaluations
  - Performed 175 workstation assessments
  - Follow up consults resulted in a reported decrease or elimination of symptoms in 90% of those assessed.

# Minimal Lift

- In the United States the average age of a nurse is 48 years old and average weight of a patient is 250 pounds.
- In response to staff concerns, we have implemented a comprehensive program that uses assistive equipment and devices in clinical departments to help caregivers safely lift and move patients.

# Pilots and More

- Conducted two wellness pilots
  - Comprehensive 12 week program that begins with an HRA and identifies healthy lifestyle changes.
  - A total of 67 employees participated.
    - 45 employees completed program
    - 12 established and met weight loss goals
    - 2 quit smoking
    - 7 self referred to EAP
    - Cholesterol decreased by 387 points
    - Total weight loss was 214 pounds

# Wellness in Motion

- Comprehensive program targeting the wellness needs and goals of individual employees.
- Mobile team that will take wellness to all Baptist facilities.
- Program components include
  - Health Risk Assessment
  - Clinical Assessment
  - Coaching
  - Education

# Lessons Learned

- Three components that are critical:
  - Champions
  - Resources
  - Return on Investment