

Using Worksite Policy to Cultivate a Culture of Health

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Overview

- Workplace Policy Foundational to Environment
- Types of Policies to Consider
- Strategies for Policy Development

Workplace Policies are Foundational to Workplace Environment

Support is Pivotal



Why Policies?

They become the norm and set the standard.

- Dress code
- Training for machinery use
- Seat belt usage when driving for work



Environment

- Making health the easier choice
- Supporting change

- Components
 - Worksite Culture (Social Environment)
 - The influence of coworkers
 - Physical Environment
 - Do you have the resources for success?

Why Policy?

- Policies give us formal guidance on collective culture and values
- If culture has not changed yet:
 - Policies declare behavioral and environmental boundaries and objectives
 - Policies give support to those behaving counterculture
- If you have a culture of health:
 - Policies help new people entering the organization quickly understand the shared values
 - Policies help to keep a continued focus

Policy and Environment

- Policy can define what comes into the environment and what is excluded:
 - Ex: Soda cannot be purchased with organization funds or served at organization meetings. Always serve water if offering any other beverages.
 - Ex: All buildings currently owned or newly acquired by our organization will have water bottle filling stations installed within 6 months. [Description of funding, who responsible, etc.]
 - Ex: Three bicycles are available from employees as transportation to and from meetings. [Description of maintenance, training, etc.]

Both Social/Physical Environment

- Most policies impact both social and physical environment
 - A tobacco policy that prohibits use on organization campus changes the physical environment which shifts the social environment
 - A soda policy that prohibits sodas at meetings impacts what is available in the environment but also sets a social tone about prioritizing health

Types of Policies to Consider

Nutrition



- Soda in meetings
- Healthy foods at meetings
- Vending machine guidance
- Healthy potlucks
- No “food dumping” at work policy
- Breastfeeding policies

Stress



- Personal days for mental wellbeing
- Work-life balance policies
- Flexible schedule policies
- Maternity/paternity leave policies

Activity



- Back care policies for higher risk jobs
 - Correct equipment
 - Stretching/activity
- Flexible schedules for physical activities
- Walking meetings
- Bicycles at work
- 10 at 10 (workplace wide brief exercise policy)
- Fitness room policies

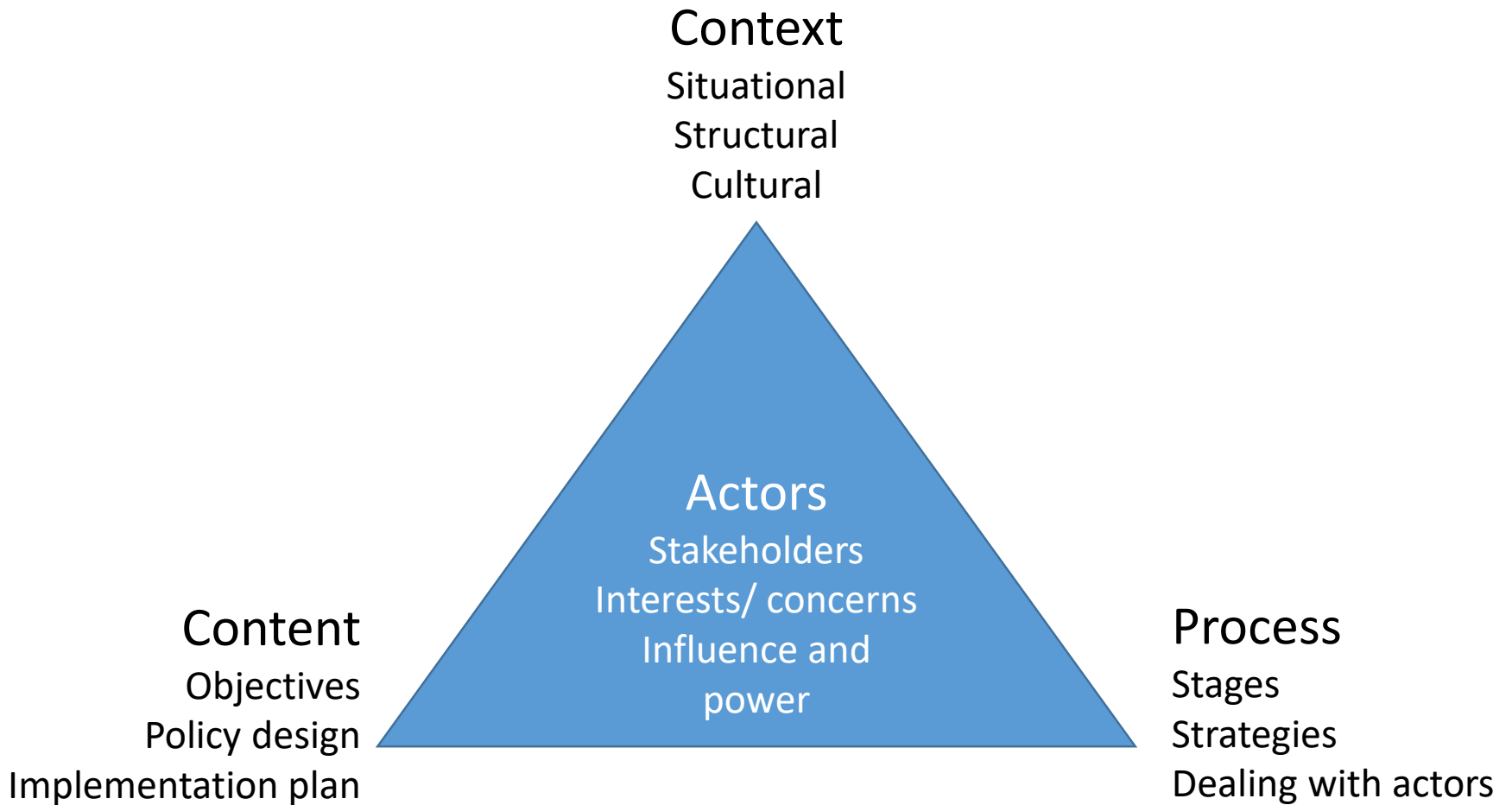
Financial Wellbeing



- Lunch and learn policy with education on financial wellbeing
- Review of retirement and health plans – establish policies which automatically protect against financial disaster
- Policy regarding quality of outside vendors allowed access to employees

Strategies for Policy Development

Walt & Gibson Policy Triangle



Policy Development

- Define the purpose & boundaries for policy
- Get buy in from admin
- Solicit input from employees at all levels
- Education & messaging once policy in place

Resources

- CDC Worksite Health ScoreCard – New Version
 - Comprehensive way to evaluate current strengths & weaknesses
- ETWR Gold
 - Example policies available

Questions?

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