

Number 13.11 - CHOICE PLUS WELLNESS SCREENINGS

Effective Date: March 1, 1996

Revised Date: July 1, 1999

Applicable To: All classified employees, as well as exempt and appointed, with the Executive Branch of the State of Vermont.

Issued By: Department of Personnel

Approved By: Kathleen C. Hoyt, Secretary of Administration

PURPOSE AND POLICY STATEMENT

The purpose of this policy is to define the Wellness Program and who is eligible to participate in it.

ELIGIBILITY

Employees who are enrolled in the Choice Plus indemnity medical plan are eligible for the services of the Wellness Program.

BENEFITS

Health Promotion/Health Care Counseling/Referrals/Cholesterol/Hypertension Screenings

On a regular basis the program offers a variety of worksite health promotion to active State employees. Participation in the programs is voluntary. The privacy of employee health information is carefully protected.

The one-on-one Wellness clinic appointments are designed to help employees identify lifestyle behaviors and/or risk factors such as smoking, stress, diet, exercise, alcohol/drug abuse, safety/work behaviors/conditions and medical and/or genetic factors which may endanger their health. Once risk factors are identified, the regional Wellness nurse provides individualized care counseling, health education, referrals and resources to help employees develop and maintain positive lifestyle behavior changes. The nurses help employees to become more aware as health care consumers and refer employees to other areas of State government where needs can be appropriately addressed, including EAP, Worker's Compensation, Loss Prevention, VOSHA, Employee Benefits, Buildings Management, Employee Relations, The Cyprian Learning Center and Safety and Personnel Officers.

The half-hour clinic appointment is used to obtain blood pressure readings, review the employee's health history, nutrition and health risk questionnaires, and provide the follow-up recommendations and referrals which may be necessary. Since 1995, the

Wellness Program has been testing for both total and HDL cholesterol. The nurses interpret the results for employees and help them target specific lifestyle changes, which may reduce cardiovascular risk. Pertinent pamphlets and videos are available to employees to help them increase their knowledge and participate more fully in health care decisions.

To set up the clinics, the regional Wellness nurse works with the department contact person for the site where the clinic is to be held. If the clinic is not workable for some employees, the department contact person may contact the Wellness office and find another clinic date suitable for them at a nearby site.

The nurses act as Wellness mentors. Their knowledge is based on scientific research and recommendations but their practice with the employee is more an art than a science. They create safe, caring, confidential relationships for helping each employee reach his or her wellness goals.

Merit Behavioral Care (MBC) Courses: A variety of lifestyle management programs are offered through Vermont MBC at no cost. These Wellness programs are offered to active Choice Plus members. Lifestyle management means learning how to identify and then manage the situations and challenges of everyday life. Each program is designed to help teach practical ways of managing the pressures or problems of everyday life. All the workshops are provided in a supportive group setting. The workshops are provided or supervised by qualified professionals who can help employees lead healthier and more productive lives. For more information contact Merit Behavioral Care at 1-800-866-4303.

Signed By Kathleen C. Hoyt, August 3, 1999

Approved, Secretary of Administration