



*The Florida Association of Homes and Services for the Aging
Innovation Exchange*

Submission

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Date of Submission:	5/21/2008
Title of Innovation:	Creating Employee Wellness Programs
Topic for Submission:	Workforce Issues and Cultural, Recreational and Wellness Programs
Audience:	<input type="checkbox"/> Assisted Living Facilities <input type="checkbox"/> Home & Community Based Services <input type="checkbox"/> Nursing Homes <input type="checkbox"/> Retirement Communities (CCRC or fee for Service) <input checked="" type="checkbox"/> All of the Above
Description of Innovation: Employee Wellness Initiatives	
<p>In an effort to increase morale and raise health/wellness awareness as well as reduce absenteeism and health care costs, Westminster Communities of Florida began Resident/Employee Wellness Programs 4 years ago.</p> <p>Each Westminster community formed a Wellness Committee, consisting of residents and staff charged with the design and implementation of all wellness activities in the community.</p> <p>The committees are charged with the following: To keep each resident as independent as possible, as long as possible and to give each resident a great reason to get up and get going every morning. To give every employee a place where they are proud and excited to work.</p> <p>We strive to meet all 8 dimensions of wellness for our staff and residents: Spiritual, Physical, Social, Community, Intellectual, Emotional, Vocational, and Nutritional Wellness. In addition, the committee is responsible for administering organization wide wellness programs.</p> <p>Organization-wide Wellness programs include a Walking Program, an Employee Boot Camp, Weight</p>	

Watchers, Health Risk Assessments, and at least one Social or Nutritional program per year. Some community developed programs include walking clubs, health fairs Westminster University, biggest loser contests, walk and roll, and physical work out challenges.

The costs of the program have been covered by reductions in projected annual health insurance increases. This past year, our insurance costs declined.

Budget:

The cost per employee per year was \$18.87. This cost was more than offset by the decrease in Employee Health Insurance costs.

WELLNESS INITIATIVE VISION

The Wellness Initiative will use a team of employees and residents to create a community that fosters the multidimensional wellness of each resident, employee, and the community, with the goal of keeping each resident as independent as possible for as long as possible, and giving each resident a great reason to get up every morning.

WELLNESS INITIATIVE MINIMUM REQUIREMENTS

The Wellness Initiative must be multidimensional, including:

- Physical
- Social/Recreational
- Emotional
- Spiritual
- Vocational
- Intellectual
- Nutritional
- Community

The Wellness Initiative must be developed, implemented, coordinated, and monitored by the Wellness Team.

The Wellness Team must include (if on staff) representatives from the following:

- Fitness
- Social Services
- Activities, Health Center
- Volunteer Coordinator
- Activities, Assisted Living
- Resident Services
- Pastoral Care
- Health Services Administrator
- Human Resource Director
- Therapy

- Assisted Living
- Dining Services
- Residents, as selected through the Resident Council

The Wellness Initiative must work within existing and future budgetary restraints

The Wellness Initiative must use standard assessment tools:

- Independence
- Concierge

The Wellness Team must make mistakes, but only new mistakes.

The Wellness Team must have fun!