

We're
here for
you.

Business Health Services is open seven days a week. Drug testing and treatment for injured workers are provided on a walk-in basis.

Weekdays 8 am – 7 pm

Weekends 10 am – 4 pm

Wellspring

1475 Mt. Hood Avenue
Woodburn, Oregon 97071
silvertonhospital.org

For more information, call 971.983.5256.

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Advantages of Workplace Wellness Programs



by Elizabeth Marik, FNP-C



In the world of workplace health and safety, we hear a lot about the importance of workplace wellness programs. Programs can range from simply offering information or fitness education, to subsidizing healthy lunches, to the addition of a company gym. However, before exploring the many ways to encourage healthy behavior, you may want to know why to make the effort. *After all, what is in it for the employer?*

Reasons Your Company Needs an Employee Wellness Program

- **Decreased Health Care Costs**
The implementation of wellness programs has proven effective in reducing company health care costs. Wellness programs were introduced for two reasons: rising health care costs meant employers were looking for a way to minimize the expense, while at the same time maintaining healthy human resources.
- **Workplace Morale**
Healthy employees are usually happier employees; this results in greater performance. Establishing wellness programs encourages employees to become engaged in maintaining and being responsible for their own health.
- **Reduced Absenteeism**
Through education, training and professional healthcare, employers can realize a significant reduction in absenteeism resulting in decreased costs and increased productivity.
- **Increased Productivity**
It is proven that when employees are healthy they are also more productive. After all, healthy people enjoy higher levels of concentration, energy and output.
- **Increased Responsibility**
Employees who are convinced that their employer cares about them develop an affiliation with the company and a level of responsibility associated with their work. They take an interest in performing to the best of their ability.
- **Invest in Wellness**
Invest \$1 in workplace wellness and reap \$3 to \$5 in savings through lowered healthcare costs, decreased absenteeism and decreased workers' compensation claims. Workplace wellness programs can significantly impact a company's bottom line.

Continued on next page



Simple Starts: Ways to Encourage Wellness at Work

- **Recommend physical activity**
Obesity and physical inactivity account for 300,000 premature deaths annually—second only to tobacco related deaths. There are a number of fun activities you can do to help promote physical activity in your workplace. Try initiating a stair climbing challenge in which employees use the stairs rather than taking elevators. You can also print maps of safe walking routes around the place of business that employees can use during their 15-30 minute breaks.



- **Make sure drinking water is available to your employees**
With the more than 2 million soft drink vending machines in America it's no surprise that Americans consume 54 gallons of soft drinks annually. Providing an alternative to the soda pop machine is a great way to help employees reduce those extra calories from their diets.



- **Identify healthy eateries in close proximity to your workplace**
More than 54 billion meals will be eaten in restaurants and work cafeterias—most of which aren't remotely healthy. Compile and post menus from local restaurants and fast food establishments and identify the healthy items for employees.

- **Provide cholesterol screenings**
Nineteen percent of Americans ages 20-74 have high cholesterol levels. Young adults should be checked every five years, while older adults—men over 45 and women over 55—should measure their cholesterol every 1-2 years. Providing this service for your employees can go a long way toward preventing a number of serious medical complications.

- **Educate employees on recommended fruit and vegetable intake**
Diseases associated with dietary imbalance rank among the leading causes of illness and death in the U.S. The FDA recommends 2-4 servings of fruit per day and 3-5 servings of vegetables daily. Unfortunately, only 13% of adults eat the minimum amount of fruit and vegetables needed. Suggest that employees keep food logs to track daily fruit and vegetable intake.



- **Provide your employees with proper personal protection equipment**
While workers' compensation costs can contribute to an enormous amount of health care costs for an organization, providing personal protective equipment can help reduce this cost. Check out Oregon OSHA at www.cbs.state.or.us/osha/ for the latest personal protection equipment and trends.

- **Offer stretching opportunities**
Believe it or not, low back pain affects 60-80% of adults sometime in their lives. What's more, back pain symptoms are among the 10 leading reasons for visits to the emergency room, outpatient departments, and medical providers' offices. Stretching and exercise can reduce the risk of these problems and create a great warm-up before diving into a stressful workday.

- **Make warning signs well known**
In the United States, one out of four deaths is due to cancer. Help your employees prevent this disease, as well as others, by making a list of warning signs of common health problems like cancer, heart disease and diabetes. You can stuff these into paycheck envelopes or post them in the break room to ensure they get noticed.

- **Teach proper hand washing techniques**
More than 90% of adults say they wash their hands after using the public restrooms; however, just six out of ten were observed doing so. Post signs detailing proper hand washing techniques in the bathrooms at your organization. Proper hand washing, particularly during flu season, can go a long way in preventing employee down time.



- **Screen for hearing loss**
Noise is a common cause of hearing impairment in employees between adolescence and 60 years of age—this is particularly true for the estimated 5 million Americans with occupational exposure to hazardous noise levels. Periodic screening can help to prevent early hearing loss.

The prosperity of any company depends on the productivity and work performance of its most valuable assets, the people who work there.

In turn, a workforce's ability to function and perform at consistently high levels is critically linked to the state of each individual's overall health. Wellness programs are successful because the results are beneficial for both the employer and the employee.



Diabetes Prevention and Early Detection: A Good Investment



by Sarah Fronza, MSRD

There are five important facts that every Oregonian should know about diabetes.

1. It is increasingly common.
2. It is serious.
3. It is costly.
4. It is controllable.
5. It is preventable.

In just the last decade, the incidence of diabetes has increased 30 percent in the state, according to the Oregon Diabetes Coalition. What's more — and worse — close to 30 percent of the people with diabetes don't even know that they have it. As the disease progresses, the direct and indirect costs associated with diabetes rise at steady rates -- an estimated 58 billion dollars each year are attributable to the work loss, disability and premature death of people with diabetes.

What can employers do to help?

Prevention and early detection are imperative to improving the health of those with diabetes, and ultimately, protecting the most important resource you have - your workforce.

- Provide employees with flexibility in their work schedule to exercise and eat healthfully.
- Offer nutritious, low-fat and high fiber options if food is served at the worksite.
- Cultivate a culture of wellness through peer modeling and an effective employee wellness program.

- Encourage employees with diabetes to attend diabetes self-management training. (It is estimated that for every \$1 spent on diabetes self-management training, almost \$9 are saved in future health care costs.)

Prevention is key.

Medical science in recent years has significantly advanced the body of knowledge about diabetes prevention and management. This has put more information and more effective tools into the hands of diabetes educators and healthcare providers. The National Diabetes Education Program (NDEP) launched a campaign to encourage people with pre-diabetes to make modest lifestyle changes that could delay and possibly prevent the onset of the disease. By losing 5%–7% of their body weight and getting just 150 minutes (2 1/2 hours) of physical activity a week, individuals with pre-diabetes can cut their risk for developing type-2 diabetes by more than half.

Early detection makes a difference.

Type 2 diabetes is more common in people who are overweight. However, it can occur in people of any weight. People who are 45 or older and overweight or for whom any of the following are applicable should ask their healthcare provider to test them for diabetes:

- Exercise less than 30 minutes, three times each week
- Blood pressure is higher than 140/90 mmHg
- Triglycerides are over 250 mg/dL
- HDL "good" cholesterol is less than 35 mg/dL
- History of heart disease
- Ethnicity: African American, American Indian, Alaska Native, Asian American, Pacific Islander, Hispanic or Latino
- Mother, father, or sibling with diabetes
- Prevalent signs or symptoms of diabetes, such as being thirsty or urinating a lot
- A fasting blood glucose test in the past that was high (over 100 mg/dL)
- Pre-diabetes or metabolic syndrome
- Skin around the neck or arm pits looks dirty, even after washing
- Women who gave birth to babies weighing more than 9 pounds, have a history of gestational diabetes, or have polycystic ovary syndrome (PCOS)

If you'd like more information please call Silverton Hospital Diabetes Living Center at 971.983.5307



Your life is now. It's about LIVING.

Legislative Update



*Ken Hector
Director, Governmental Affairs,
Silverton Hospital Network*

Historically, the Oregon Legislature has met regularly, but in alternating years. Typical sessions commenced in early January, and depending on both issues and party majority, sessions ran anywhere from 6 – 8 months. Absent a call for a Special Session in the off year, budget matters were conducted by the Emergency Board.

In recent years there has been growing interest by some legislators and governors to meet every year, with a regular length session in the “scheduled” year, and an abbreviated session in what was the “off” year. As an experiment toward that goal, the current legislative body has scheduled a session for the month of February in 2010, for the purpose of legislative review, department oversight, and to hear new proposals. A full agenda appears likely.

However, the January 26, 2010 election could potentially significantly alter the agenda for the February session. If Ballot Measures 66 & 67, which would increase both business and individual income taxes by an estimated \$733 million, fail to pass, then the Legislature will have little choice but to address budget issues, and have little time for other business. As is often the case on ballot measures of significance, the supporting and opposing sides have raised substantial monies in support of their respective campaigns.

Opponents of the measures filed legal challenges to the Oregon Supreme Court regarding ballot title language. On November 13, 2009 the Oregon Supreme Court slightly modified the ballot title wording of the two measures. In addition, on November 12, 2009 a preliminary injunction was filed on the measures citing constitutional issues. However, that action was dismissed on November 17 by Marion County Circuit Judge Paul Lipscomb, ruling that the Supreme Court review was sufficient to ensure the legality of the measures. So while there will be uncertainty about the fate of the measures at the ballot box until the votes are counted, one thing remains certain, we can expect an ever increasing deluge of pro and con advertising as election day approaches.

If you have any questions regarding the measures, where to obtain more information about them, or other legislative matters, please feel free to call me at (971) 983-5352, or email me at KHector@silvhosp.org.

Until then, we wish you all a happy, healthy and safe new year!



BUSINESS MEMBER PROFILE

Karla Hunt

Administrator, French Prairie Nursing and Rehab



What is Success?

To laugh often and much; To win the respect of intelligent people and the affection of children; To earn the appreciation of honest critics and endure the betrayal of false friends; To appreciate beauty; To find the best in others; To leave the world a bit better, whether by a healthy child, a garden patch or a redeemed social condition; To know even one life has breathed easier because you have lived; This is to have succeeded.

Ralph Waldo Emerson

French Prairie Nursing and Rehab provides both short-term inpatient rehabilitation services and long term care to the greater Portland and Salem areas.

How many employees do you employ?

70

What is the biggest employee health and safety challenge you face?

Back injuries for staff who assist residents with transfers and repositioning.

What health and safety programs have been successful for you?

Safe lifting, Safe Patient Transfers, Mechanical Lifts, Electric Beds

How has Business Health Services helped your business?

We have received a tremendous benefit from the close relationship we

share with Business Health Services, especially managing injury claims through the medical office. We have experienced both a reduction in injuries and quicker injury resolution.

What was the last good management book you read?

If Disney Ran Your Hospital: 9 1/2 Things You Would Do Differently
By Fred Lee

What is your leadership philosophy as it relates to your employees?

Take care of my team and they will do a great job taking care of our residents.

What else would you like to share with other business owners or managers?

It is a privilege for me to come to work every day. I love what I do!



Silverton Hospital
Business Health Services

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Healthy Employees.

Healthy Business.

Employees are what make a business work. Business Health Services can help you keep your employees on the job.

Services

On-site delivery available for selected services

- Injury evaluation and follow-up treatment
- Federal and non-federal drug and alcohol testing services
- Adult Immunizations
- Respiratory medical surveillance
- Hearing conservation
- Physical Examinations
 - Dept. of Transportation (DOT)
 - Dept. of Education (DOE)
 - Post-offer
 - Executive
 - Strength and Fitness

On-Site Health & Safety Training

- CPR/First Aid
- Blood Borne Pathogens
- Your Healthy Back
 - Office Ergonomics
 - Reasonable Suspicion Training for Supervisors
 - Diabetes Awareness

Custom Wellness Programs

