



NSC Wellness Plus Program



Why it's Important

Just like safety, the wellbeing of your employees is a priority. Wellness programs should be more than just fruit in the breakroom or a smoking cessation program. They should be integrated into your environmental, health and safety program. This National Safety Month, we want to share an offering we use ourselves at the National Safety Council as part of our wellness program. Besides being the right thing to do, promoting wellness can decrease health care costs and improve worker productivity.

The NSC Wellness Plus program is designed to not only focus on the absence of illness but the total wellbeing of employees. The program strives to encompass emotional, social and intellectual health as well as physical health, healthy behavior and supportive environments at work and home.

How it Works

Employees receive incentives for accomplishing goals or completing programs, called plus points. The pluses are organized into four groups with activities offered throughout the year. It starts with the Priority Plus, the completion of a biometric screening/physical examination. Completing the Priority Plus is necessary to receive incentives.

Quick Win Pluses are pluses that are faster to achieve – done in a day or so. Nutrition Pluses are dietary in nature and may take 4-6 weeks to complete. Activity Pluses are physical/exercise-based and take an average 4-6 weeks to complete.

A color-coded listing of activities should be compiled on a Plus Chart (view sample on the following page), and an annual calendar created for employees to know what and when activities are available. Of course, additional activities could be added throughout the year. You may want to encourage employees to share activity ideas that could be approved as a plus.

Incentives are typically awarded at the end of the fiscal year. It is up to you how many plus points participants need to achieve to receive incentives, and what the incentives are.

For example, participants might receive varying incentives at the 4, 7 or 10 plus point levels. Participants should obtain pluses from each group, along with the Priority Plus.

- **4 plus points**
(1 Priority, 1 Quick Win, 1 Nutrition, 1 Activity) = \$100
- **7 plus points**
(1 Priority, 2 Quick Wins, 2 Nutrition, 2 Activity) = \$200
- **10 plus points**
(1 Priority, 3 Quick Wins, 3 Nutrition, 3 Activity) = \$300

Be creative in designing activities to fit the needs of your employee-base and providing incentives to fit your organizational budget. This is a great way to engage your workers all year-round.

Sample Plus Activities

On the following page, are activities we have chosen to promote at the National Safety Council that will hopefully inspire you as you plan your own activities. A description of one plus activity per category is included.

Members Get More

NSC members receive the additional italicized programs, fully designed and ready to be used immediately. Not a member? Join today at join.nsc.org.





Priority Plus:

Biometric screening or proof of physical from health provider



Quick Win Pluses:

- **Wellness Bulletin Board:** The Wellness Bulletin Board plus gives employees an opportunity to share their own experiences and preferred healthy habits with their coworkers. Employees earn this plus by sharing information, stories and pictures about a unique way to stay healthy via a common space bulletin board. This can be done anytime throughout the year, with the bulletin board topics rotating out regularly. Topics can range from winter exercising and family health tips to ideas on staying healthy while traveling. Employees can choose when they wish to provide the bulletin board topic during the year and sign up ahead of time.
- **Wellness Wednesdays: member-exclusive sample**
- **Flu Shot**
- **Completing a required health test for your age group** (ex. Mammogram, Colonoscopy etc)
- **Healthy Soup Challenge**
- **"Eat Your Greens" Salad Extravaganza**
- **Two Dental Cleanings**
- **Sleep Assessment**



Nutrition Pluses:

- **Healthy Recipe Exchange:** The Healthy Recipe Exchange plus is designed to encourage employees to adopt healthy eating habits and inspire their coworkers to do the same. Employees earn this plus by taking part in a four-week program to share recipes of healthy, home-cooked meals with coworkers, ultimately creating an entire healthy recipe cookbook. Employees submit one recipe per week along with a picture of the completed meal, notes on how easy or difficult it was to make and thoughts on the taste and ingredients. At the end of the program, all participants receive a 'cookbook' of the collected recipes, images and notes. This program can take place over any four-week period throughout the year.
- **Fruit and Vegetable Challenge: member-exclusive sample**
- **Sleep Challenge**
- **Biggest Loser Challenge**
- **Nutrition Class/Dietary Journaling**
- **Fish and Seafood Challenge**
- **Hydration Challenge**
- **Limited Fried Food Challenge**



Activity Pluses:

- **Walking Challenge:** The Walking Challenge plus presents a chance for employees of all fitness levels to safely increase their level of physical fitness. Employees earn this plus by completing a certain number of walks within a six-week period. Employees are encouraged to complete eight forty-five minute walks during the six weeks. Walks can be completed during lunch, before or after work, and with coworkers or friends. Employees sign up ahead of time and keep track of their walks during the six weeks, improving their physical fitness alongside their colleagues.
- **Home/Gym Workout Challenge: member-exclusive sample**
- **Bike for Life Challenge**
- **Get Moving Challenge**
- **10,000 Steps Challenge**
- **Zumba Class**
- **3-2-1 Cardio-Strength-Abs Class**
- **Aerobics Class**



NATIONAL
SAFETY
MONTH 2018