

Employee Development - 2012



Improvement Status

The 2011 Department Balanced Scorecard identified “Employees Who Completed Health Risk Assessments” as the measure in this objective and goal area. A Health Risk Assessment is a confidential informational tool that collects health data from employees to identify disease risk factors, links the employee with interventions to promote behavior changes, and sustain function and/or prevent disease. In order to report on this measure, the Department was dependent upon external resources and subject to a complex and cumbersome calculation. In addition, that measure assesses existing conditions, rather than pro-active activities to address/prevent chronic health conditions. The 2012 Department Balanced Scorecard has changed this measure to reflect the total number of workplace wellness activities participated in, which provides a measure of pro-active health improvement efforts as well as assessing the participation of the workforce in the wellness program. NHDOT offers a comprehensive wellness program with opportunities for employees to practice healthy lifestyle choices and changes based on their level of readiness for changing behaviors and health needs. Activities are scheduled throughout the year geared toward improving health and wellness in categories including diet, exercise, smoking cessation, stress reduction, disease management, behavior change programs, medical screenings, benefits education and environmental changes.

Goals

In calendar year 2013, 80 participation opportunities will be offered and the expected number of participations is 5000. Moving forward into 2015, the Department projects 100 wellness activities will be participated in, with a goal of 7500. The 2017 projection is 120, with a goal of 10,000.

Optimize Employee Health and Safety

Total Number of Workplace Wellness Activities Participated In

Purpose:

Executive Order 2006-07, An Order Relative to State Employee Wellness states the overall health and wellness of New Hampshire State Employees is important to their quality of life as well as to their service to the citizens of our State. The Executive Order promoted the creation of wellness programs in State Government. The New Hampshire Department of Transportation believes that over time, wellness programs contribute to improving employee health and quality of life with an additional benefit of increasing productivity in the workplace.

Data:

This measure quantifies the participation levels of NHDOT employees in wellness programs offered through employment. Each time an employee participates in a work-sponsored wellness activity, it is logged into the training data base. At the end of each calendar year, reports from the training data base will identify the total number of wellness activities participated in. The goal over time is to increase both the number of employees participating in wellness activities and the number of activities each employee participates in. The training data base will allow the Department to gather both sets of data; however the “total number of workplace wellness activities participated in” will be the Department Balanced Scorecard measure.

Wellness Participation Projections

