<table>
<thead>
<tr>
<th><strong>Presentation Title</strong></th>
<th><strong>Place in Schedule</strong></th>
</tr>
</thead>
</table>
| Policies to Drive Healthier Choices | Concurrent Session 4.2  
**Day 3 – Thursday**  
**May 10th, 2018**  
**1:15 – 2:30pm** |

<table>
<thead>
<tr>
<th><strong>Description of Presentation</strong></th>
<th><strong>Presenter Name(s) And Credentials</strong></th>
</tr>
</thead>
</table>
| Problem/challenge:  
CDC’s highly utilized, comprehensive wellness program that we  
developed to increase the health and  
well-being of our workforce is not accessible to all CDC  
employees. We observed confusion by CDC staff  
and their supervisors about work schedule flexibility for wellness  
activities. They felt constrained in their  
ability to demonstrate the wellness behaviors that we promote  
nationally. We also noted anecdotal  
reports of unaddressed physical and mental fatigue among those  
supporting outbreaks and  
emergencies. Our CDC Profile for Health shows that 81–93% of  
staff self-report “Good” or “Excellent”  
health although 34–38% are in moderate to high health risk  
categories.  
Methods/approach/procedures/tools:  
We created policies to guide supervisors and employees in using  
CDC wellness services and amenities  
during their workday. The CDC Staff Wellness Policy provides a  
regulatory background and economic  
justification for actions that could improve staff productivity and  
morale. It also provides the  
recommended personal health practices and a Personal Wellness  
Plan tool for staff to develop a strategy  
that supervisors can use to adjust work schedules to support health  
and work-life balance. Campus  
support structures such as fitness centers, health coaching, and  
employee counseling are encouraged as  
health and wellness supports to supervisors and employees.  
Description of intervention/program: | Mamie Jennings Mabery,  
MA, MLn, CWWS  
*Centers for Disease Control and Prevention* |
The CDC Staff Wellness Policy allows for flexibility around the employee’s workday, using alternative work schedules and telework opportunities. Well-being Guidance Options for a CDC Unit encourage CDC offices and teams to establish other healthy office practices that may involve work restructuring and boundaries (e.g., email hours, taking breaks, sit-stand desks, walking meetings, healthy food options at meetings). Other policies to support well-being include deployment resilience, anti-bullying, and workplace violence prevention. Agency leadership is investing in the well-being and safety of all employees through a newly instituted Executive Health and Wellbeing Council that champions wellness across CDC.

Participants/audience description:
Wellness policies and interventions apply to all federal employees, and communications target all levels of CDC.

Outcomes/results:
CDC published the CDC Wellness Policy in May 2016 with the first goal of increasing awareness among supervisors in FY2017. Initial meetings with supervisors and senior leaders identified common questions that we grouped into a frequently asked questions document that has helped put the policy into practice within their staff and teams. We will share testimonials from managers about resulting improvements in employee and team morale and highlight plans to address wellness issues including worker fatigue.

Practical implications/Conclusions:
Federal and private workplaces will find useful CDC’s policy efforts that allows work schedule flexibility to participate in workplace-sponsored wellness activities and demonstrates outcomes in increased use of wellness services, improved morale, and employee engagement.