

Presentation Title	Place in Schedule
Policies to Drive Healthier Choices	Concurrent Session 4.2 <i>Day 3 – Thursday</i> <i>May 10<sup>th</sup>, 2018</i> <i>1:15 – 2:30pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>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.</p> <p>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.</p> <p>Description of intervention/program:</p>	Mamie Jennings Mabery, MA, MLn, CWWS <i>Centers for Disease Control and Prevention</i>

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.