

FedStrive Steps to Integration

Improving employee health goes beyond caring for the sick and injured. It also means taking steps to prevent illness and steps that promote good health.

Creating a Successful FedStrive Program

To be successful, we must take an integrated approach to:

- Align with accreditation standards set by the National Commission for Quality Assurance (NCQA) Wellness and Health Promotion (WHP)
- Become the premier consultant for integrated occupational health and wellness services
- Offer flexible, cost competitive solutions
- Set the standard for creating a “culture of health” in the Federal government

While each FedStrive Advantage site is unique and provides various levels of services, FOH has established a core set of FedStrive Advantage services which are included in a new FedStrive Advantage Work Order. FOH also expects all FedStrive Advantage locations to:

1. Increase collaboration between FOH staff
2. Create an onsite wellness committee (or join an existing wellness committee or similar entity) and actively participate.
3. Working with the onsite wellness committee, develop a multi-year program plan based on Health Risk Appraisal (HRA) and/or employee needs assessment data

Increase Collaboration between FOH staff

You should become familiar with all of the FOH services provided locally, as well as the staff providing those services. Here are some suggestions to get started:

1. Determine existing FOH service providers for your location, including your health center as well as EAP, Wellness / Fitness center(s), Environmental Health, and any other FOH service provider.
2. Develop a complete list of all FOH providers, including the specific work location, address, and full contact information for all staff (address, phone, and work email address).
3. Maintain and update the list at least quarterly (or sooner if needed) and distribute to all FOH staff at your location.
4. Establish biweekly (or more frequent if necessary) local FOH staff meetings. Use these meetings to:

- a. Get together with your FOH colleagues
- b. Share information about various services provided to the customer(s) at your location
- c. Explore opportunities to better integrate all provider services (see more in the “Integrated Program Planning Based on HRA Data” section below)
- d. Discuss the overall health and wellness status of the client population at your location
 - i. Health Strengths
 - ii. Health Risks
 - iii. Opportunities for health promotion
- e. Plan ways to promote the HRA and use HRA data (see “Increase HRA Utilization” document in the FedStrive Advantage toolkit)
- f. Discuss ways to involve and support the local Wellness Committee (see Wellness Committee document in the FedStrive Advantage toolkit)
- g. Other items important to the local team

Wellness Committee

A wellness committee is central to establishing a culture of health at your location. It provides a venue for FOH to share the aggregate information from HRAs and the interest survey with committee members, so they can use the data to inform program planning for the year. You are not required to chair the committee, but should be an active participant. To help ensure success of your wellness efforts, the committee should:

1. Include representation from a majority of the agencies at the work site or the agencies that represent highest population counts
2. Meet regularly (e.g. monthly)
3. Disseminate information between the committee members and staff in the agencies they represent

For more information on the creation of a wellness committee and recruitment of members, review the Wellness Committee Tips in the FedStrive Advantage toolkit.



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U.S. DEPARTMENT OF HEALTH
AND HUMAN SERVICES

