



Staff Wellness Program



What is "Staff Wellness" to You?



*from Q2 Staff Survey
50 Respondents*

Meaning	Number of Employees who Selected	Percentage
Emotional/Mental Wellbeing	44	88%
Physical Wellness	37	74%
Social Wellness	31	62%
Occupational Wellness	31	62%
Financial Wellness	30	60%
Intellectual Wellness	28	56%

Staff Wellness Survey Results

83 Respondents



81% believe it is important or very important for Southside to have an Employee Wellness program.



Physical

32.5% have been diagnosed with a chronic condition such as hypertension, high cholesterol, diabetes, pre-diabetes, obesity, and/or asthma

65.4% were seen for a preventative medical visit in the last 12 months

74.5% were seen for an acute medical visit in the last 12 months

53.1% have avoided seeking medical care due to worry about the costs.



Nutritional

14.8% have skipped a meal because they feel worried about not having enough money for food.

77.8% Snack during work hours

73.8% Feel providing healthy snacks at work would contribute to their overall wellness



Mental Health

60% have anxiety

38.5% have depression

29.6% have concerns about their mental health

40.7% have avoided seeking mental health care due to worry about the cost



Stress

70% feel stress from work is affecting their personal life 2+ days/week

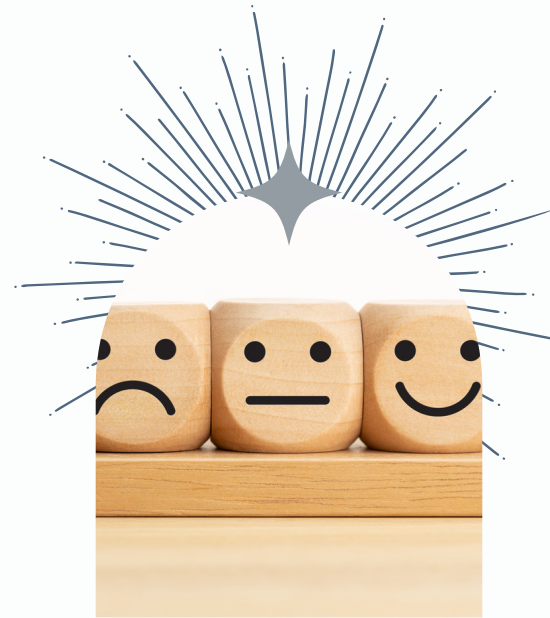
56.8% feel that they are managing their stress well or very well

Workplace Feedback



Honesty

Employees don't always feel comfortable sharing their opinions or concerns



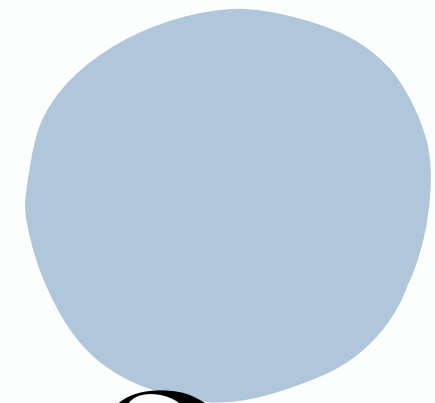
Feedback

Staff feels there are limited opportunities to give and receive positive and negative feedback.



Teamwork

Colleagues would like to take steps to create a positive, team-based work environment



Staff Wellness Committee Projects



Access to Healthy Foods

Ideas Shared by Staff

- Have healthy snacks available in break rooms with guidance from nutritionist.
- Ensure catered meals for meetings have healthy options.
- Share healthy recipes and cooking tips with staff.
- Create a Southside cookbook of staff's favorite recipes.
- Introduce new healthy foods to staff with samples and recipes on a regular basis



Access to Healthy Foods: What We Are Doing

Healthy Snacks

Each site will be stocked with oatmeal, whole grain bread, natural peanut butter, and coffee.

Healthy Food Options for Meetings

Food purchasing policy is being updated to include a list of well-balanced, nutritious foods to offer during lunch meetings.



Community Resources

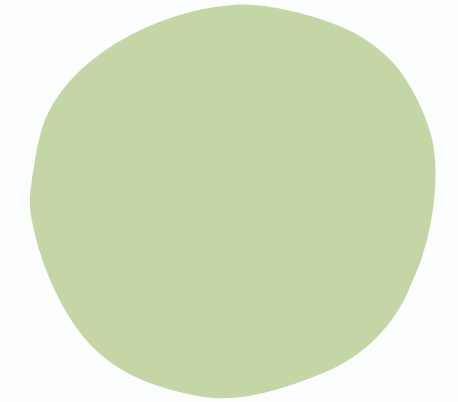
A list of local food resources has been created and can be found at each clinic site.

Grocery Store Tour and Nutrition Class

Gauging interest for Grocery store tour by SCHS's Chronic Condition Care Managers and nutrition education

Reducing Stress

Ideas Shared by Staff



- Invite representative from our EAP to Southside on a regular basis to host sessions on stress reduction, wellness, healthy lifestyle tips and Mention EAP services more regularly in communications.
- Mindfulness challenges in and outside of workspace
- Dedicated wellness day each year to focus on all aspects of wellness
- Formal support system for staff to decompress after traumatic cases



Reducing Stress What We Are Doing

- EAP (Employee Assistance Program) Representative at All Staff
- Providing assistance and guidance on accessing and utilizing EAP.
- Employee Wellness Day offered and encouraged
- Fostering a culture of safe learning and sharing.



Improving Organizational Culture

Ideas Shared by Staff

- Clearly define each role and fill necessary positions
- Restructure onboarding process
- Improve communication across all departments
- Create opportunities for fun, teambuilding activities
- Manage email fatigue



Improving Organizational Culture What We Are Doing

- Implemented anonymous comment boxes at each location: Medical, Dental/Admin and Sabathani. Share ideas and feedback with colleagues "You Said, We Did" or the Stoplight Tool.
- Reviewing meetings and determining which meetings are critical: what can be an email, what needs to be discussed in person?
- Creating opportunities for connection (Employee Picnic Potluck this Friday!)



Employee Assistance Program (EAP)





SupportLinc

Your employee assistance program



Program Overview
2023



What is SupportLinc EAP?

A mental health benefit offered by your employer, separate from your medical insurance.

- ✓ Emotional wellbeing resources
 - ✓ In-the-moment support by phone or live chat
 - ✓ Face-to-face or virtual (video) counseling sessions
 - ✓ Text therapy
 - ✓ Self-guided resources
- ✓ Work-life balance support
 - ✓ Expert consultations



Who is eligible for SupportLinc?

- ✓ The employee
- ✓ The employee's spouse
- ✓ The employee's dependents and immediate household members



In-the-moment support

From a licensed clinician

For guidance to cope with and resolve a variety of issues including:

- Depression, anxiety or stress
- Grief and loss
- Relationship problems
- Family or parenting issues
- Substance abuse



Short-term counseling

In-person or virtual (video)

- Comprehensive assessment by a SupportLinc clinical professional
- Identification of your primary concern
- Recommended next steps
- Referrals to conveniently-located, local providers with available appointments or other appropriate resources





Work-life benefits

What services are included?



Legal consultation

- Free in-person or telephonic consultation



Financial consultation

- Guidance and consultation from financial planners and budget specialists



ID theft consultation

- Free consultation and tailored recovery action plan



Dependent care resources

Child care referrals

- Daycare centers
- Home child care
- Nannies
- Recreational programs

Elder care referrals

- Adult day care
- Assisted living
- Home health care
- 'Meals on wheels'
- Retirement communities



Convenience and concierge resources

Expert referrals for everyday needs

- Home improvement
- Entertainment services
- Pet care
- Auto repair
- Wellness
- Travel
- Plumbers and handymen
- Volunteer opportunities

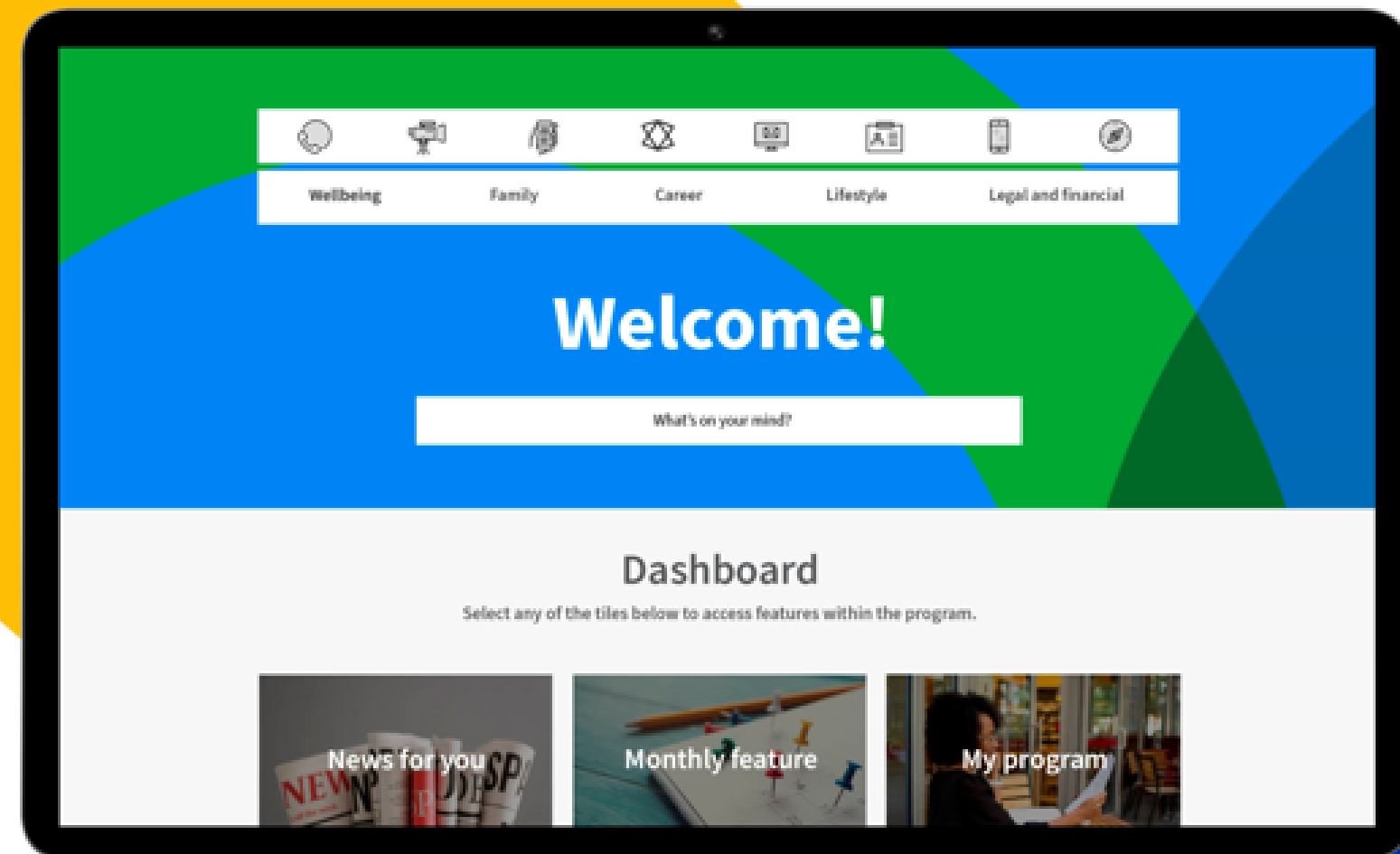


Your web portal is always online



Your one-stop shop for support, resources and more

Visit your web portal to connect with counseling services, plus search thousands of articles, videos and tip sheets to support your emotional wellbeing.



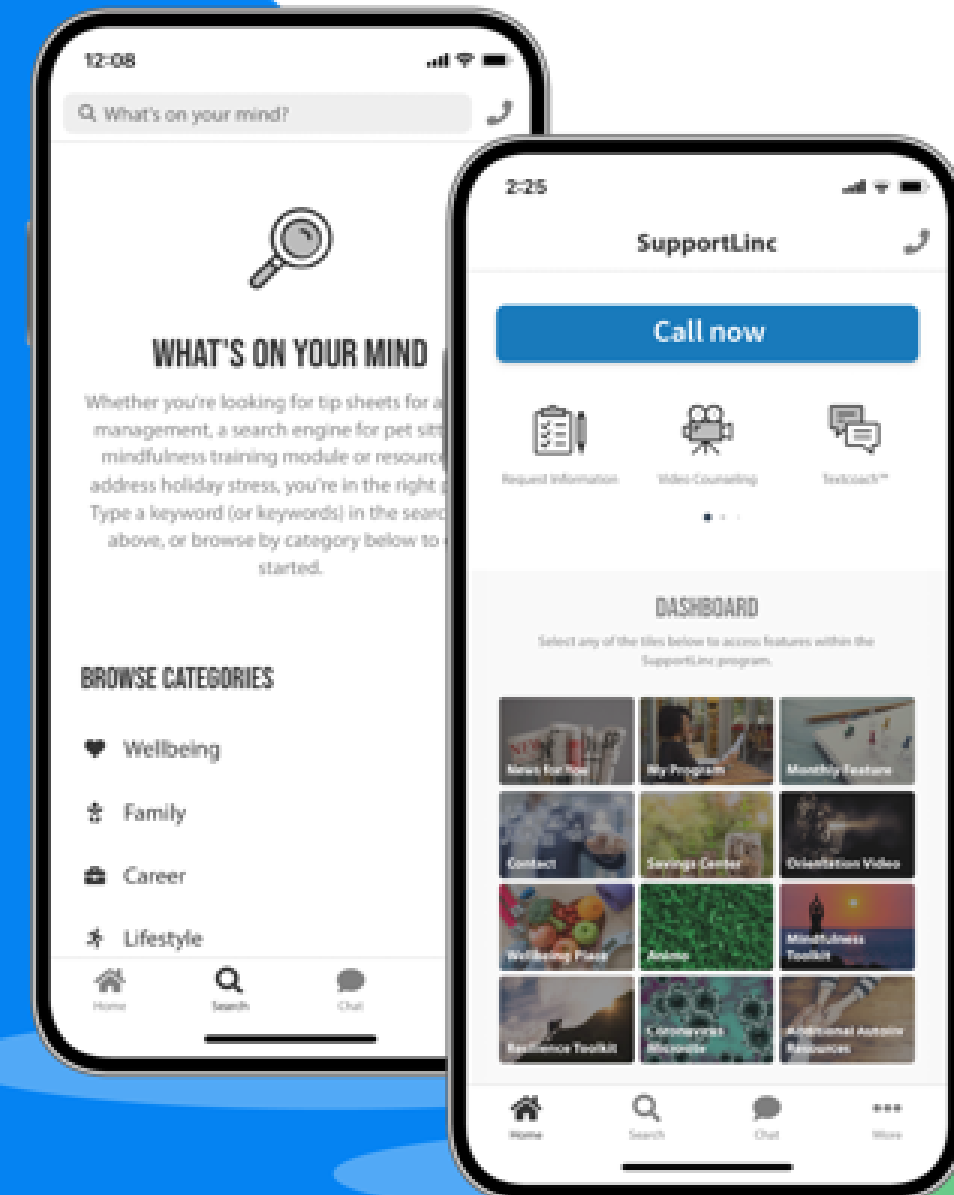
Support at your fingertips with the eConnect[®] mobile app

Get help navigating life's challenges with confidential support from a licensed counselor as well as expert content – all from the convenience of your phone or tablet.

Use the QR code to download the mobile app



group code:
schc

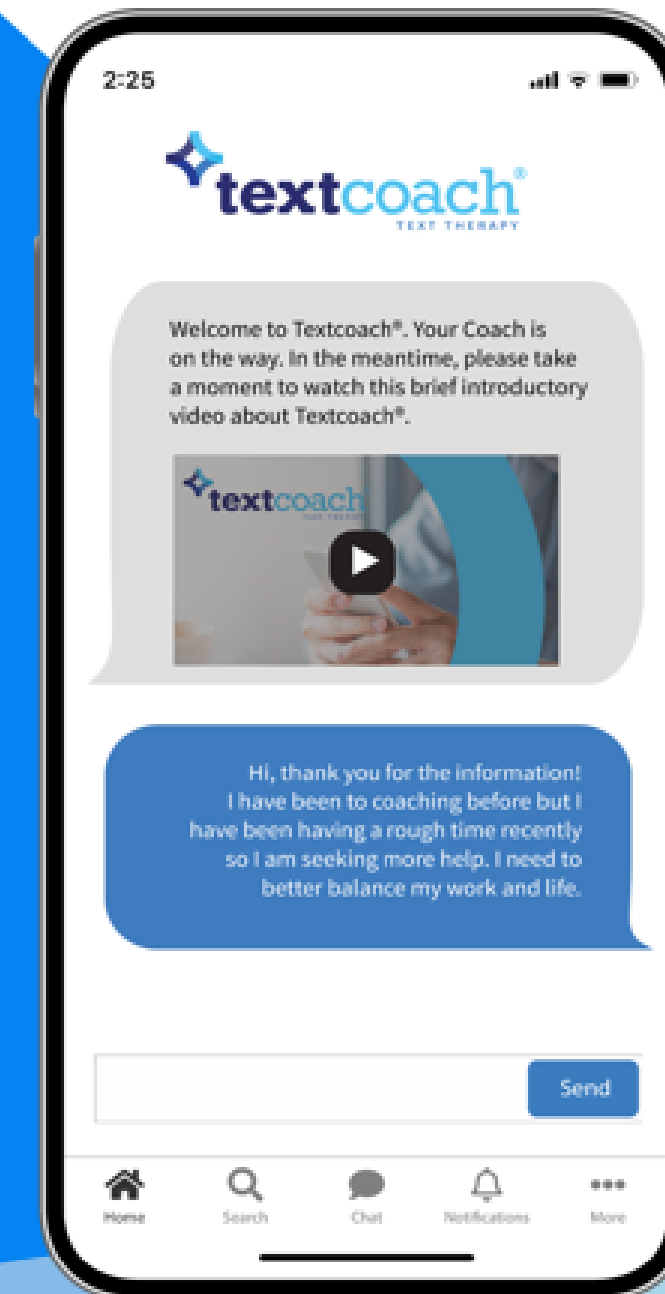




Textcoach®

Coaching that puts happiness at your fingertips

Whether you want to start small or make a big life change, a little bit of support can go a long way. Textcoach® allows you to connect with an emotional wellbeing "Coach" on your own terms – no appointments or wait times!

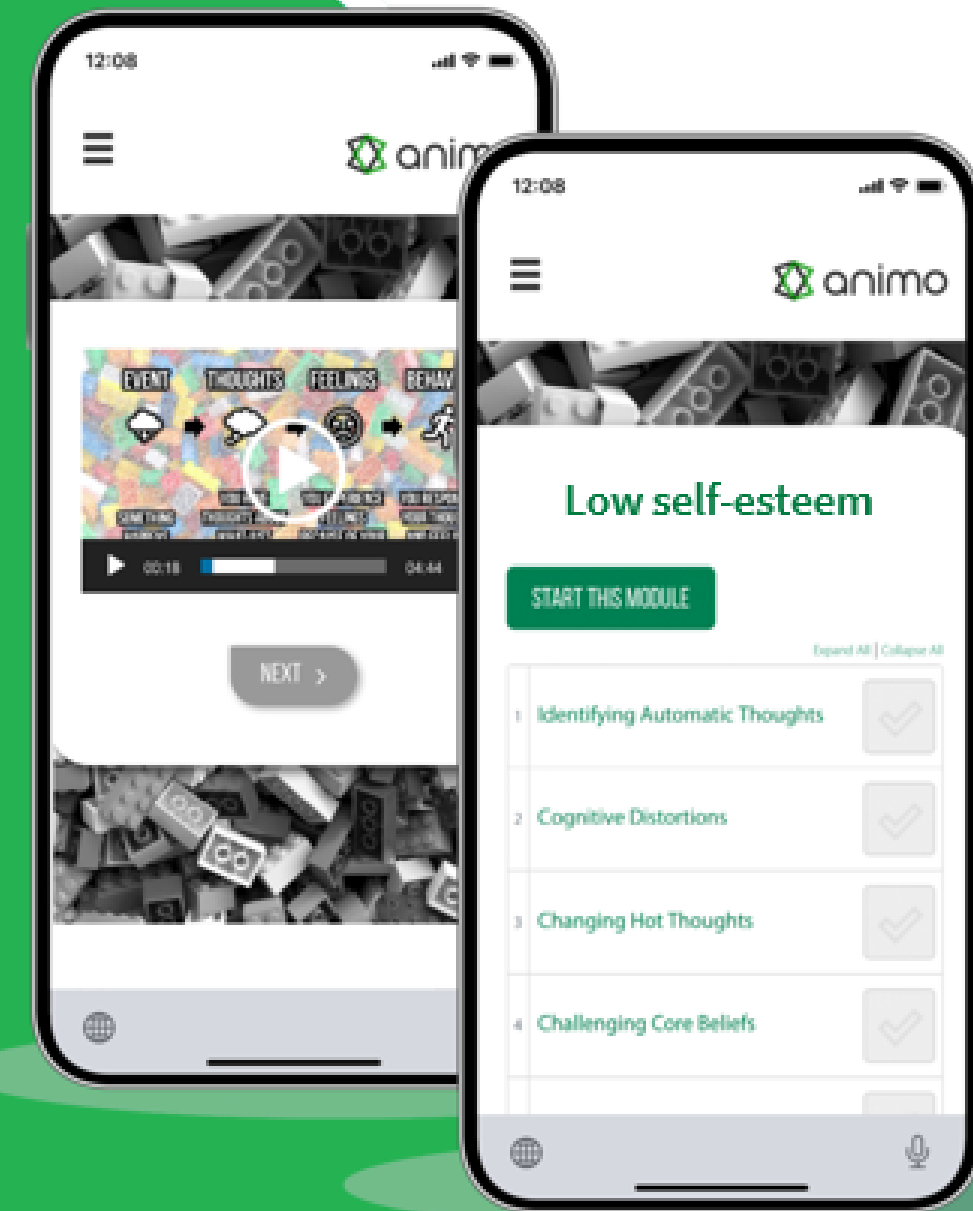




Animo

Discover your inner strength

Strengthen mental health and overall wellbeing using Animo's self-guided content, practical resources and daily inspiration to foster meaningful and lasting behavior change. Available on desktop or via mobile app.





Digital Group Support

Live, moderated sessions

Provides confidential group sessions on a wide variety of topics via the desktop or mobile platform. Topics include:

- ✓ Avoiding addiction
- ✓ Caregiver support
- ✓ Coping with stress
- ✓ Grief
- ✓ Mindfulness
- ✓ Preventing burnout
- ✓ Self care
- ✓ Sleep fitness

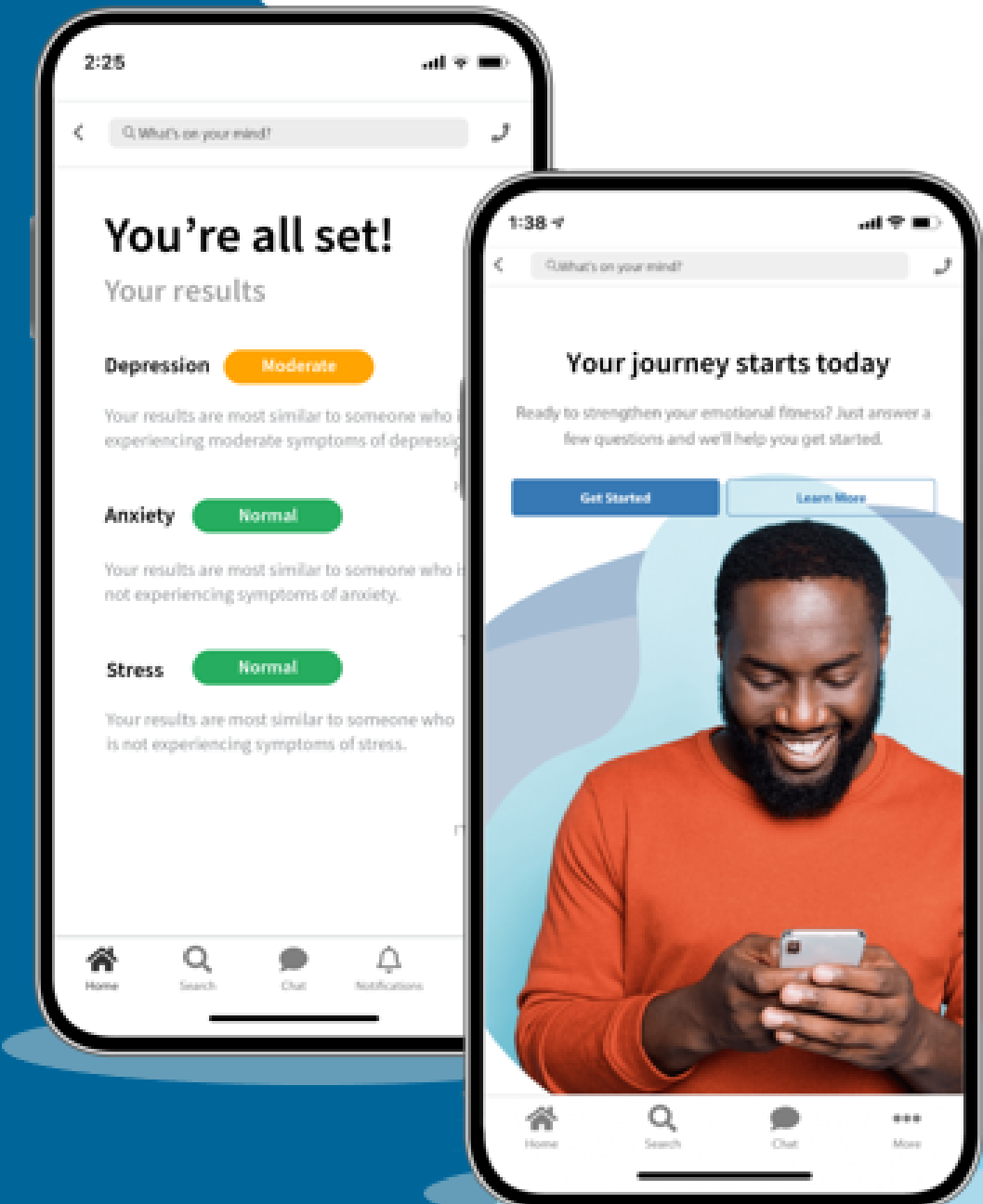




Navigator

Take the guesswork out of your mental health

When life gets hectic, your emotional wellbeing can sometimes fall to the bottom of your to-do list. The Mental Health Navigator survey and personalized report make starting your journey easy and fast.



Connect with us

1-888-881-LINC (5462)

supportlinc.com

[wellbeing.place](https://www.wellbeing.place)

   @supportlinc



Friday Spririt Day!

Billing/Finance- GREEN

PCRs - PINK

Providers – YELLOW/ORANGE

Clinical Support (RNs/MAs/DAs) - BLUE

Support (Records/Referrals/BH/PAs) - PURPLE

Admin (IT, Projects, Risk, HR, Quality, Leadership) - RED

Mehdi Kennar

with
Medicco & Mehdi Dance Unity

“The secret ingredient is compassion when teaching and focusing on the fun part of why we are all here.

For me, it’s about having a great day and making people smile... My grandma was good at dancing even when she couldn’t walk...”



THANK YOU!

**Burritos from
Aurelia's
Authentic
Mexican Food
served at
Medical and
Dental!**

*Sabathani crew, please join
us at one of the clinic sites!*



Reminders:
Thursday: Twin Day
and enjoy a Frozen
Treat!

Friday: Where your
Department color
and Potluck at
6:00! Bring a dish
and if you'd like,
some lawn chairs!



SOUTHSIDE

Your Community Health Service

