

## Sample Wellness Plan

<p><b>Health Objective:</b> Note: Your objective should have a baseline, goal, and the date by which you want to achieve your goal.  <i>Example: Reduce the percentage of employees using tobacco from 25% to 22% by May of 2012.</i></p>			
<b>Data Justification for Objective</b>	<b>Interventions to Address Objective</b>	<b>Timeline to Accomplish Each Intervention</b>	<b>Outcomes</b>
<p>Note: In this section, provide 1 or 2 justifications (from your HRA, interest data, health insurance claims data, etc.) for selecting the objective above.</p> <p><i>Example: According to 2011 HRA results, 25% of employees use tobacco, compared to 11% of other HRA respondents from companies in the same industry. In addition, 50% of interest survey respondents who used tobacco indicated that they are planning to quit using tobacco in the next six months and would like assistance with tobacco cessation.</i></p>	<p>Note: In this section, list the interventions that you plan to use to make progress toward achieving the objective. You can enter up to 5 interventions.</p> <p><i>Example:</i></p> <ul style="list-style-type: none"> <li>#1 – Begin to offer smoking cessation support groups to tobacco users interested in quitting</li> <li>#2 – Include information on the benefits of quitting smoking in wellness newsletter</li> <li>#3 – Provide “quit kits” on Kick Butts Day to employees who use tobacco or have a family member who uses tobacco</li> <li>#4 – Provide coverage for tobacco cessation medications in insurance plan</li> <li>#5 – Set a date to implement and implement a tobacco free campus policy</li> </ul>	<p>Note: In this section, enter the date by which you plan to complete each intervention. You can select a date from a calendar or choose “Ongoing” if applicable.</p> <p><i>Example:</i></p> <ul style="list-style-type: none"> <li># 1 – By November 1, 2011</li> <li>#2 – By June, 2011</li> <li>#3 – By March 21, 2011</li> <li>#4 – By January 1, 2012</li> <li>#5 – By September 1, 2011</li> </ul>	<p>Note: In this section, describe what you have accomplished so far.</p> <p><i>Example: Two employees attended a Tobacco Cessation Mentorship Program to be trained to conduct smoking cessation support groups on-site. Fifteen employees have participated in the support group meetings since May of 2011. As of January 1, 2012, there is coverage for tobacco cessation medications in the insurance plan provided to eligible employees. From January 2011 to September 2011, we worked with representatives from the Lincoln-Lancaster County Health Department to set a timeline to implement a tobacco free policy and develop the policy. We went tobacco free on September 1, 2011. According to 2012 HRA results, 21% of employees currently use tobacco.</i></p>
<p><b>Budget to Accomplish Objective:</b> Note: In this section, estimate the costs to implement each intervention listed above. The costs of the interventions will vary based on the size of the business and the number of employees with the health risk you are addressing.</p>			

