



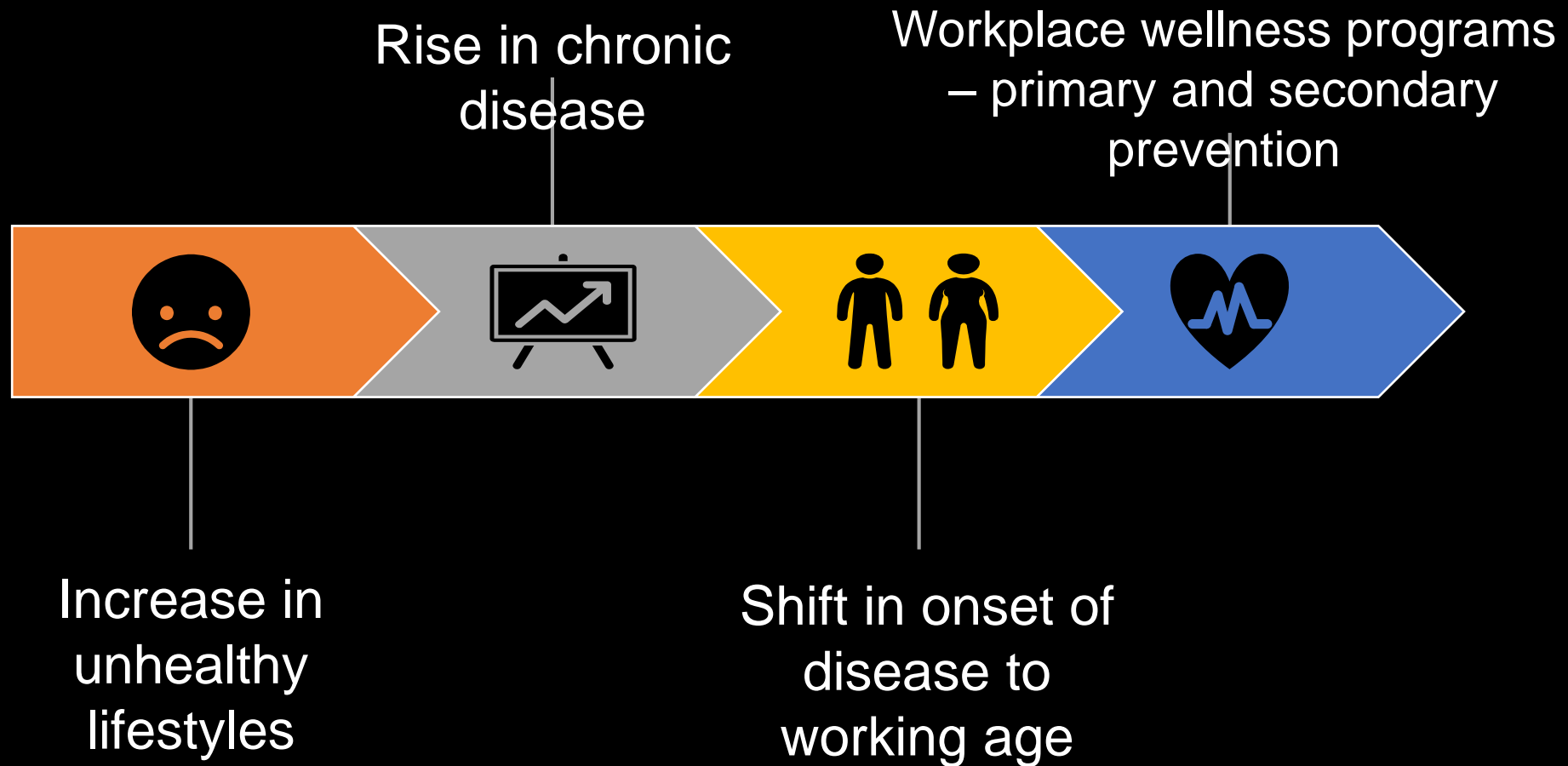
Total Worker Health for the Museum and Cultural Heritage Work Environment – Brief but **SPECTACULAR!**

Smithsonian Office of Safety, Health and Environmental Management (OSHEM)

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The Case for Employer Sponsored Wellness Programs



Total Worker Health[®]

Integrated Approach to Employee Well Being



Adapted from: Liberty Mutual, 2010, Webinar, The Wellness-Work Comp Connection.

Goetzel R. Examining the Value of Integrating Occupational Health and Safety and Health Promotion Programs in the Workplace. The NIOSH Total Worker Health[™] Program: Seminal Research Papers 2012. DHHS (NIOSH) 2012-146.

Psychosocial Workplace Stressors that impact Health and Well-Being

Work-life Stress/Conflict and Negative Health Behaviors: Correlational Studies (see Hammer & Sauter, 2013 review)

- Family Dinner Frequency and Fast Food Consumption
- Time Spent Sleeping
- Smoking behavior, BMI, Daily Sleep
- Physical Activity
- Personal Food Choices
- Health Care Utilization
- Cigarette Use and Frequency of Heavy Drinking
- Tobacco Use, Alcohol Consumption, & Physical Activity

Intern Summer 2019 Project Purpose

To understand the Smithsonian's current wellness program, including exploration of services offered and characterization of program users, in order to identify gaps and suggest improvements.



Project Elements



1

What is included in the current SI wellness program?

2

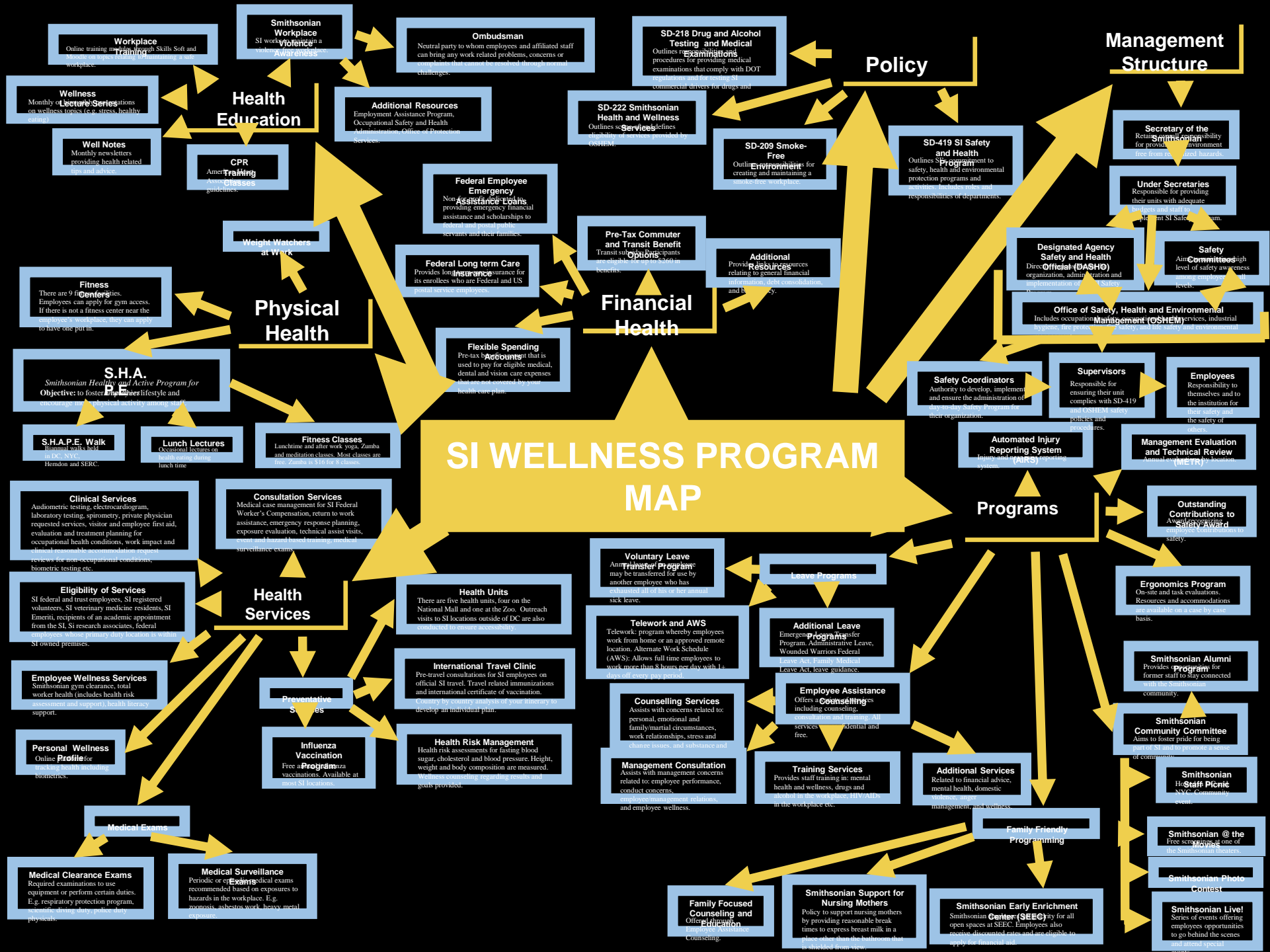
Who is using the SI wellness program?

3

How does it compare to other workplace wellness programs?



The Smithsonian
Institution



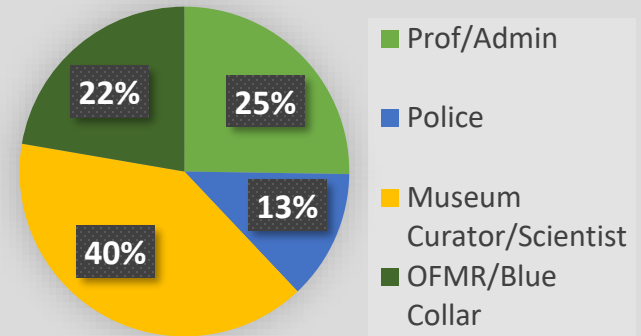
Smithsonian Employee Population

Mean age: 51.00 yrs
 Mean years at SI: 17.47 yrs

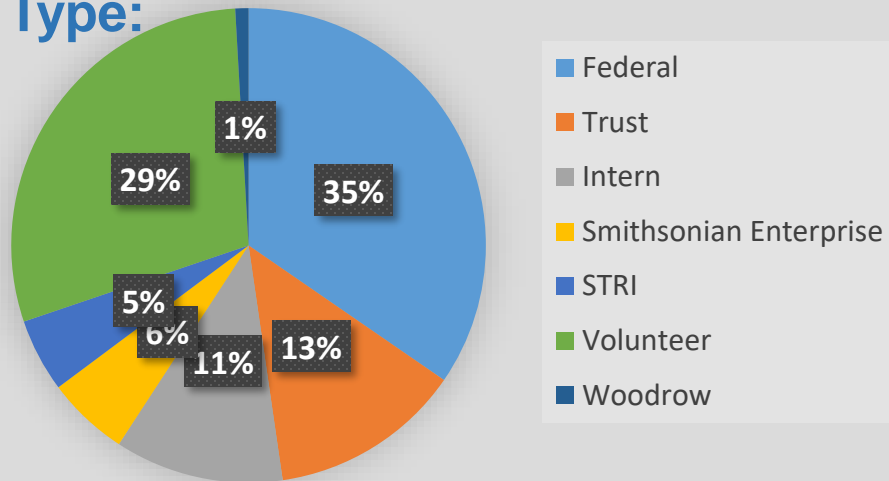
Gender:
 55.2% female
 44.8% male

Ethnicity
 57.5% White
 31.7% Black
 4.6% Hispanic
 0.6% American Indian
 4.7% Asian

Occupation:



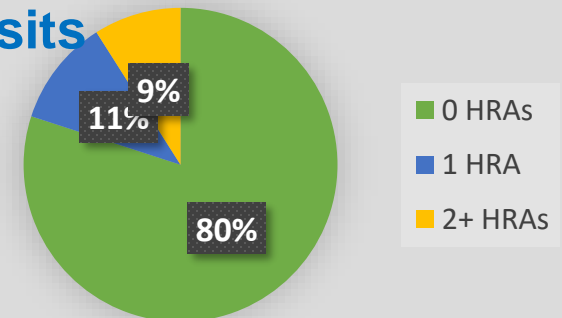
Employee Type:



Location

72.0% Within 0.5mi of clinic
 25.6% Outreach
 2.4% 0.5+mi of clinic/ no outreach

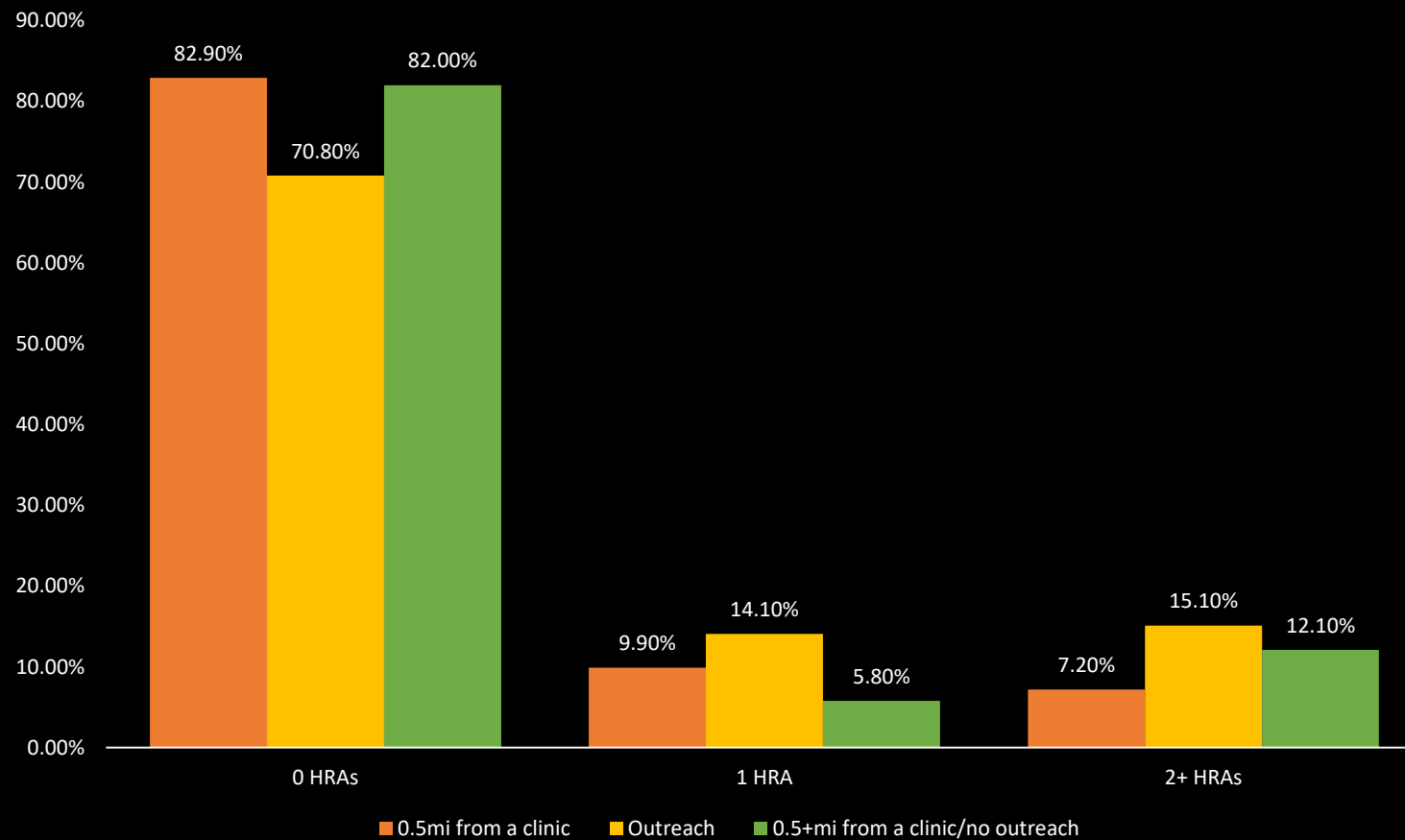
Wellness Visits



N = ~7100

Selected Results: Defining who receives HRAs *by location*

Percent of Employees Who Received an HRA by Workplace Location



SI Wellness - Case for Total Worker Health

- Connecting Safety and Ergonomics to Wellness
- Leverage FEHB Health Insurance Wellness Incentives
- Focus on highest risk employees: Lowest Wage
- Identify sources of Job Stress
 - Eg Trauma and Stress in artifact Recovery Program
- Work Life Balance





THANK YOU

