

Healthy Worksite Initiative Employer Survey Report

September 2006



Prepared by
Michael P. Dahlin, PhD
Richard Leman, MD

Healthy Worksites Initiative Program
Department of Human Services
800 NE Oregon Street, Suite 730
Portland, OR 97232
(971) 673-0984
<http://www.oregon.gov/DHS/ph/worksites/>

If you need this material in an alternate format, call us at 971-673-0984

Healthy Worksite Initiative Employer Survey Full Data Report

Table of Contents

Executive Summary	1
Worksite Profiles	3
Sample sizes and survey returns	3
Availability of Health Insurance	4
Health insurance plans offered by organizations	4
Who is responsible for payment of health insurance premiums (when health plan is offered)	4
Health Promotion Information	5
Classes, workshops, lectures or special events on health topics offered by worksites:	5
Pamphlets, books, newsletters or videos on health topics available at worksites:	6
Organizations with systems in place for referring people with known chronic diseases (such as diabetes, or heart disease) for free or discounted disease self-management classes?	7
Percentage of organizations that have a wellness or health promotion committee:	7
Percentage of organizations whose mission statement or goal refers to improving or maintaining employee health:	7
Individualized Health Risk Assessments offered within the past 12 months	8
Policy, Nutrition.....	9
Organizations with written policies or guidelines encouraging nutritious foods to be served or available	9
Opportunities for healthy choices, nutrition	10
Among those organizations with cafeterias, snack bars, or available food services, what percentage provide easy access to healthy food choices?	10
Among those organizations with vending machines, cafeterias, or available food services, have there been any special promotions or sales on healthier food options within the past 12 months?.....	10
Types of beverages offered by vending machines at worksites.....	11
What percentage of employees have access to a refrigerator at the worksite?.....	11
Opportunities for healthy choices, physical activity.....	12
Worksites with flextime written policies that allow employees to include physical activity in their schedule	12
Worksites that allow or require employees to use paid work time for exercise or physical activity.....	12
Worksites that give employees opportunities to move around or stretch outside of the rest and meal breaks required by law:	12
Worksites located in multi-floor buildings with accessible stairs that employees could use for exercise or physical activity.....	13
Worksites offering health- or exercise-related incentives	13
Worksites that provide all employees with indoor physical fitness facilities:.....	14

Healthy Worksite Initiative Employer Survey Full Data Report

Worksites at which outdoor opportunities for physical activity are available to all employees within safe and convenient walking distance	15
Policies, Tobacco	16
Organizations with written policies reinforcing Oregon's smoke-free workplace law, which restricts smoking in workplaces?	16
Organizations with posters about Oregon's smoke-free workplace law in addition to the signs that the law requires to be posted at all entrances?.....	16
Rules on smoking at or near building entranceways	17
Organizations offering incentives to quit smoking within the past 12 months.....	17
Organizations in which employees can purchase tobacco products in vending machines or from other on-site vendors	18
Infrastructure, Chronic Disease Management and Acute Event Response.....	19
Among organizations at which AEDs are provided, training is available on how to use them.....	19
Organizations at which cardiopulmonary resuscitation (CPR) training is available	20
Among organizations at which CPR training is available, this training is mandatory	20
Organizations at which there is a written CPR plan or procedure	20
Organizations displaying signs on how and when to make an emergency (911) call	22
Evaluation of Health Promotion Activities.....	23
Conclusions.....	23

Executive Summary

This survey was conducted in 2005 among a random sample of Oregon employers to learn about health promotion activities at worksites around the state. Worksites with large and small workforces and from the public and private sector were included. The goal was to collect information about health care benefits, support for healthy lifestyles, including education offered about chronic diseases, availability of potentially lifesaving equipment such as automatic external defibrillators (AEDs), and signs promoting awareness of heart attack and stroke symptoms. This information was collected to allow DHS to develop programs and services that will be useful to the greatest number of Oregon employers and employees.

If you have any questions about the survey or its contents, contact Dr. Richard Leman, Chronic Disease Epidemiologist, 800 NE Oregon St., Suite 730, Portland, OR 97232, or by phone at 971-673-0984.

- The survey had a response rate of 40%. Response rates among government worksites were slightly higher than in the private sector.
- Most worksites provide special classes or special lectures for employees on health related issues. Some of these topics include:
 - Recognizing heart attack and stroke symptoms: 92%
 - Weight control: 9%
 - Cholesterol or high blood pressure: 9%
 - Smoking cessation: 7%
- About 17% of the responding worksites have policies permitting employees to use flextime in order to include physical activity in their schedules.

Healthy Worksite Initiative Employer Survey Full Data Report

- Overall, 11% of the responding worksites have written guidelines encouraging the availability of nutritious foods. When such guidelines exist, they apply to the following settings:
 - Cafeteria: 61%
 - Vending machines: 12%
 - Employee events: 8%
 - Meetings: 5%
 - Snack bar: 4%
- 79% of responding worksites have written policies reinforcing Oregon’s smoke free workplace law, which protects some employees from exposure to secondhand smoke. Some worksites provide additional protections to employees by restricting or banning smoking at building entranceways, further reducing potential exposure to secondhand smoke:
 - 15% provide no additional protections – smoking is allowed at all building entranceways
 - 25% provide some additional protections – they permit smoking at some entranceways but not at others
 - 60% provide full additional protections – they do not permit smoking at any entranceways
- Two-thirds of Oregon worksites make cardiopulmonary resuscitation (CPR) training available to employees. Roughly half of these organizations require the training for all employees.
- 15% of worksites have automatic external defibrillators (AEDs) available on site. Nearly all organizations with AEDs provide training for employees on how to use them.
- Fewer than 7% of worksites post signs explaining the symptoms of heart attack and/or stroke, and what to do in such emergencies.

Healthy Worksite Initiative Employer Survey Full Data Report

Worksite Profiles

Below are the numbers of worksites invited to participate within the study. Individual worksites were classified as either public (government) or private worksites. Worksites were further categorized as small (having 25-49 employees) or large (50+ employees). Survey response rates for each worksite category are shown.

Sample sizes and survey returns

	Large Government	Small Government	Large Private	Small Private	Total
Sample sizes by workforce type	857	860	2065	2405	6187
Survey returns by workforce type	452	423	752	831	2458
Percentage survey response	52.74%	49.19%	36.42%	34.55%	39.73%

Healthy Worksite Initiative Employer Survey Full Data Report

Availability of Health Insurance

The following tables provide information about the extent to which worksites make health insurance available to their employees, and the extent to which employers pay these premiums for their employees. The majority of worksites do provide some form of health coverage for their employees, and in most cases, pay for more than 50% of the total premium costs for their employees.

Health insurance plans offered by organizations

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Fully insured through insurance company	72.2	70.0	55.7	54.6	60.8
Fully self-insured	5.2	5.4	17.3	6.7	9.5
Partially self-insured	16.5	18.8	18.3	17.8	17.9
No health plan offered	0.2	0.5	5.1	16.8	7.4
Don't know	5.9	5.4	3.5	4.0	4.4

Who is responsible for payment of health insurance premiums (when health plan is offered)

	Large Government N= 441	Small Government N= 408	Large Private N= 700	Small Private N= 678	Total Percentage N= 2227
Employees pay 100% of premiums	1.8	2.2	2.1	3.8	2.6
Employees pay more than 50% of premiums	5.0	4.7	4.3	4.7	4.6
Employees pay less than 50% of premiums	53.3	54.4	56.6	45.1	52.0
Employers pay 100% of premiums	35.8	35.8	33.4	40.4	36.5
Don't Know	4.1	2.9	3.6	6	4.3

Healthy Worksite Initiative Employer Survey Full Data Report

Health Promotion Information

The following section outlines the kinds of health promotion information made available at worksites. Health promotion information includes any classes or written materials about health-related conditions, and assessments or referral programs that help employees determine the level of risk of chronic disease. Some of the most popular informational topics include “Recognizing symptoms of heart disease or stroke”, “Exercise or physical fitness”, and nearly a third of the worksites surveyed provided flu shots for employees.

Classes, workshops, lectures or special events on health topics offered by worksites:

Health topic	Large Government	Small Government	Large Private	Small Private	Total Percentage
Recognizing symptoms of heart disease or stroke	88.3	90.1	92.0	94.9	92.0
Exercise or physical fitness	31.9	18.0	16.4	7.9	16.6
Healthy food choices	23.0	12.1	11.8	5.5	11.8
Smoking Cessation	9.5	5.9	8.8	3.6	6.7
Weight Control	17.7	8.0	10.8	2.9	8.9
Cholesterol or High Blood Pressure	18.1	7.1	9.7	2.8	8.5
Cancer Detection/ Early Prevention	6.9	4.0	4.5	2.0	4.0
Managing Chronic Diseases	10.2	6.4	7.4	4.0	6.6

Healthy Worksite Initiative Employer Survey Full Data Report

Pamphlets, books, newsletters or videos on health topics available at worksites:

Health topic	Large Government	Small Government	Large Private	Small Private	Total Percentage
Recognizing symptoms of heart disease or stroke	23.7	17.5	16.0	7.8	14.9
Exercise or physical fitness	38.3	23.9	23.0	10.1	21.6
Healthy food choices	34.1	23.2	20.5	9.6	19.8
Smoking Cessation	22.1	16.1	15.8	6.3	13.8
Weight Control	25.9	15.8	17.2	6.4	14.9
Cholesterol or High Blood Pressure	23.9	14.2	15.8	6.3	13.8
Cancer Detection/ Early Prevention	19.0	11.3	12.0	4.0	10.5
Managing Chronic Diseases	20.6	12.3	13.8	6.3	12.2

Organizations with systems in place for referring people with known chronic diseases (such as diabetes, or heart disease) for free or discounted disease self-management classes?

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Referrals for discounted or free chronic disease self-management classes	16.5	7.6	11.8	3.9	9.3

Percentage of organizations that have a wellness or health promotion committee:

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Have a wellness or health promotion committee	32.3	22.2	11.5	4.7	14.9

Percentage of organizations whose mission statement or goal refers to improving or maintaining employee health:

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Mission statement refers to employee health	14.0	8.4	13.1	11.2	11.8

Healthy Worksite Initiative Employer Survey Full Data Report

Individualized Health Risk Assessments offered within the past 12 months

Health topic	Large Government	Small Government	Large Private	Small Private	Total Percentage
Individualized health risk screenings offered	29.0	16.6	13.3	2.9	13.3
Periodic physical exams, not part of insurance or entrance exam	13.7	9.0	8.4	5.7	8.5
Blood tests (e.g., blood sugar)	21.7	10.6	7.0	2.2	8.7
Physical fitness exams	5.3	3.3	3.5	1.1	3.0
Diet/nutrition evaluation	8.0	3.3	4.4	1.3	3.8
Blood pressure checks	33.0	15.8	14.5	6.1	15.3
Cholesterol screening	27.4	12.8	9.8	2.3	11.0
Flu shots	49.8	37.8	32.2	17.1	31.3
Body fat screening	20.1	7.8	6.9	1.8	7.8
Mental health screening	5.8	2.8	1.7	1.4	2.6

Healthy Worksite Initiative Employer Survey Full Data Report

Policy, Nutrition

In the next section, we review the frequency of formal written guidelines or policies at worksites promoting healthy food choices, and the extent to which healthier food choices are made available. Most worksites did not have formal nutrition policies in place, but among those worksites that did, these policies applied primarily to worksite cafeterias. Among worksites with cafeterias, over half do provide easy access to healthy food choices.

Organizations with written policies or guidelines encouraging nutritious foods to be served or available

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Have written policies regarding nutritious foods	16.4	25.2	5.8	6.7	11.4

For those who respond “yes” to the previous question, where does the policy apply?

	Large Government N = 74	Small Government N = 105	Large Private N = 43	Small Private N = 55	Total Percentage N = 277
Cafeteria	78.4	72.4	44.2	27.3	60.6
Snack bar	9.5	1.9	2.3	3.6	4.3
Meetings	5.4	0.0	14.0	7.3	5.1
Vending Machines	24.3	6.7	18.6	1.8	12.3
Employee Events	9.5	1.9	18.6	7.3	7.6

Opportunities for healthy choices, nutrition

Among those organizations with cafeterias, snack bars, or available food services, what percentage provide easy access to healthy food choices?

	Large Government N=328	Small Government N=315	Large Private N=492	Small Private N=490	Total Percentage N=1625
Easy access to healthy food choices	58.5	62.5	49.6	53.5	55.1

Among those organizations with vending machines, cafeterias, or available food services, have there been any special promotions or sales on healthier food options within the past 12 months?

	Large Government N=409	Small Government N=341	Large Private N=590	Small Private N=492	Total Percentage N=1832
Special promotions on healthier food options	15.2	13.8	14.2	6.7	12.3

Healthy Worksite Initiative Employer Survey Full Data Report

Types of beverages offered by vending machines at worksites

Beverage types offered	Large Government	Small Government	Large Private	Small Private	Total Percentage
Vending machines do not offer beverages on site	5.5	13.7	17.7	34.2	20.3
Soda	93.1	81.1	79.0	60.9	75.8
Bottled water	65.9	52.7	56.0	41.3	52.3
100% fruit juice	49.8	35.2	48.1	27.6	39.3
1% or skim milk	11.7	9.9	18.2	6.9	11.8

What percentage of employees have access to a refrigerator at the worksite?

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Access to refrigerator	99.3	99.0	94.8	93.3	95.9

Opportunities for healthy choices, physical activity

The next section describes how many Oregon worksites have formal policies and/or facilities that make it easy to incorporate physical activity into the workday. While few worksites have policies promoting physical activity, most worksites do provide opportunities for employees to move around or stretch during regular work periods. Almost none of the worksites located in buildings with multiple floors encouraged employees to use stairs (rather than elevators) to exercise, but many worksites (particularly among the private sector) provide subsidized health club memberships to employees.

Worksites with flextime written policies that allow employees to include physical activity in their schedule

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Flextime written policies for physical activity	21.4	20.9	14.5	15.4	17.2

Worksites that allow or require employees to use paid work time for exercise or physical activity

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Paid time for exercise or physical activity	14.5	12.1	11.5	8.9	11.3

Worksites that give employees opportunities to move around or stretch outside of the rest and meal breaks required by law:

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Opportunities to move around or stretch	77.2	71.0	76.0	79.4	76.5

Healthy Worksite Initiative Employer Survey Full Data Report

Worksites located in multi-floor buildings with accessible stairs that employees could use for exercise or physical activity

	Large Government N=356	Small Government N= 278	Large Private N = 610	Small Private N = 586	Total Percentage N = 1830
Employee accessible stairs	78.7	68.0	75.6	66.9	72.2
Of worksites with employee accessible stairs, posted signs are visible encouraging workers and visitors to use stairs instead of elevator	2.5	6.3	4.6	4.3	4.3

Worksites offering health- or exercise-related incentives

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Subsidized or employer-paid health club membership	29.0	35.5	65.7	75.0	53.0
Prizes, awards, or recognition for achieving exercise goal	53.4	54.8	20.0	19.6	34.1
Both	17.6	9.7	14.3	5.4	12.8

Healthy Worksite Initiative Employer Survey Full Data Report

Worksites offering incentives or subsidies to encourage employees to use alternatives to driving to work:

Driving Alternative	Large Government	Small Government	Large Private	Small Private	Total Percentage
Walk	4.4	1.2	3.7	2.0	2.8
Bicycle	5.3	0.5	5.7	2.8	3.7
Carpool	7.5	1.2	7.4	2.4	4.7
Mass Transit	13.3	2.1	14.9	4.7	9.0

Worksites that provide all employees with indoor physical fitness facilities:

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Locker rooms or changing facilities available	40.7	28.1	27.7	14.7	25.8
Shower facilities available	40.7	29.6	25.3	12.5	24.5
Indoor exercise area available	28.3	21.3	10.6	5.2	13.9
Aerobic exercise equipment available	19.2	10.6	9.4	4.5	9.8
Strength training equipment available	26.5	17.3	8.5	4.1	11.8
Indoor courts available	23.2	25.8	3.9	1.8	10.5

Worksites at which outdoor opportunities for physical activity are available to all employees within safe and convenient walking distance

Outdoor Exercise Opportunities	Large Government	Small Government	Large Private	Small Private	Total Percentage
Outdoor walking/jogging trail	56.4	51.3	25.9	19.6	33.8
Outdoor courts (such as basketball)	28.1	40.4	8.0	5.2	16.3
Outdoor ball fields (such as soccer, baseball)	33.8	40.2	5.2	3.4	15.9
Bicycle parking/storage within safe walking distance	50.9	37.6	29.0	18.5	31.0

Policies, Tobacco

The next section describes the formal policies and rules in place at Oregon worksites to protect employees from exposure to secondhand smoke, and to help smoking employees who want to quit. Nearly all worksites have formal policies restricting smoking in workplaces, but fewer than half of worksites have posters advertising these policies. The majority of worksites provide additional protection from secondhand smoke exposure through policies restricting smoking at building entranceways. Few of the worksites provided any programs, encouragement, or incentives for current smokers to quit.

Organizations with written policies reinforcing Oregon's smoke-free workplace law, which restricts smoking in workplaces?

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Organizations with written tobacco policies	83.9	91.4	79.2	68.4	78.5

Organizations with posters about Oregon's smoke-free workplace law in addition to the signs that the law requires to be posted at all entrances?

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Organizations with smokefree workplace signs	48.3	49.9	38.0	38.2	42.0

Healthy Worksite Initiative Employer Survey Full Data Report

Rules on smoking at or near building entranceways

Rules	Large Government	Small Government	Large Private	Small Private	Total Percentage
No restrictions – smoking allowed at all entrances	13.5	13.2	12.1	19.9	15.1
Some restrictions – smoking allowed at some entrances	15.9	11.4	32.7	29.1	24.5
Smoking not allowed at any entrances	70.5	75.4	55.1	51.0	60.4

Organizations offering incentives to quit smoking within the past 12 months

Type of Incentive	Large Government	Small Government	Large Private	Small Private	Total Percentage
Monetary incentives or rewards	2.2	0.9	4.9	1.7	2.6
Non-monetary incentives or rewards	2.9	1.7	2.5	2.0	2.3
Competitions urging smoking employees to quit	0.4	0.2	0.9	1.1	0.8
Encouragement to participate in community stop-smoking programs	3.1	1.7	3.1	0.7	2.0
Offered drug therapies (Wellbutrin, Zyban, etc.) as aids to quit smoking	3.8	1.4	5.5	1.6	3.1

Organizations in which employees can purchase tobacco products in vending machines or from other on-site vendors

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Tobacco products can be bought onsite	1.8	0.9	4.0 ^a / 27.8 ^b	3.2 ^a / 21.4 ^b	4.4

^aworksites whose businesses are not retail trade

^bworksites whose businesses are retail trade

Infrastructure, Chronic Disease Management and Acute Event Response

This section shows the extent to which Oregon worksites are providing resources and/or facilities that permit employees to practice chronic disease self management, and to respond rapidly and effectively to heart attacks or other acute events. Most worksites provide opportunities for employees to receive CPR training, and for nearly half of these worksites, such training is mandatory.

Organizations offering employees private, clean space to check blood sugar, breastfeed, or monitor blood pressure

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Private space available	68.8	65.4	61.2	57.3	62.0

Organizations in which automatic external defibrillators (AEDs) are present at worksite

	Large Government	Small Government	Large Private	Small Private	Total Percentage
AEDs available	32.0	11.9	16.5	6.1	15.1

Among organizations at which AEDs are provided, training is available on how to use them

	Large Government N = 118	Small Government N = 38	Large Private N = 98	Small Private N = 39	Total Percentage N = 293
AED training available	92.4	97.4	99.0	94.9	95.6

Organizations at which cardiopulmonary resuscitation (CPR) training is available

	Large Government	Small Government	Large Private	Small Private	Total Percentage
CPR training available	89.2	86.9	64.8	47.7	67.3

Among organizations at which CPR training is available, this training is mandatory

	Large Government N = 344	Small Government N = 315	Large Private N = 421	Small Private N = 343	Total Percentage N = 1423
CPR training mandatory	43.3	51.7	47.0	55.7	49.3

Organizations at which there is a written CPR plan or procedure

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Written CPR plan available	35.4	31.7	27.9	19.6	27.1

Among organizations with a written CPR plan or procedure, plan is available in languages besides English

	Large Government N = 141	Small Government N = 112	Large Private N = 174	Small Private N = 139	Total Percentage N = 566
Plan available in languages besides English	9.9	13.4	23.0	18.0	16.6

Organizations posting signs that help employees to identify stroke and heart attack symptoms

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Display symptoms of heart attack and stroke	6.8	6.2	6.9	7.3	6.9

Among organizations displaying the symptoms of heart attack and stroke, these signs are posted in additional languages besides English

	Large Government N = 25	Small Government N = 20	Large Private N = 46	Small Private N = 53	Total Percentage N = 144
Display symptoms of heart attack and stroke in languages besides English	4.0	5.0	26.1	20.8	17.4

Organizations displaying signs on how and when to make an emergency (911) call

	Large Government	Small Government	Large Private	Small Private	Total Percentage
Provide information on making 911 calls	40.3	36.5	44.0	40.9	41.0

Among organizations displaying information on how to make 911 calls, this information is posted in additional languages besides English

	Large Government N = 147	Small Government N = 128	Large Private N = 271	Small Private N = 278	Total Percentage N = 824
Provide information on making 911 calls in languages besides English	10.9	12.5	28.0	24.5	21.4

Evaluation of Health Promotion Activities

This table shows that few worksites conduct evaluation efforts to determine whether employee productivity, absenteeism, or healthcare utilization costs are impacted by worksite health promotion activities or policies.

Rules	Large Government	Small Government	Large Private	Small Private	Total Percentage
Evaluate whether health promotion efforts affect medical costs/utilization	6.0	1.9	3.7	1.8	3.2
Evaluate whether health promotion efforts affect productivity	1.5	2.1	2.9	2.0	2.2
Evaluate whether health promotion efforts affect absenteeism	4.4	2.6	3.9	2.6	3.3

Conclusions

These data were collected as part of the Healthy Worksites Initiative (HWI) being conducted by the Department of Human Services (DHS). The goal of the HWI is to create workplaces that support healthy behaviors by making the “healthy choice the easy choice”. Workplace policies and practices that support and encourage healthy choices are key elements of the HWI. Such policies include establishing smoke free worksites and campuses, easy availability of healthy foods, employee opportunities for physical activity, assistance in identifying health risk factors, and referrals for disease management. Eighteen private and public employers and state government agencies are currently participating in the HWI, representing approximately 10,000 employees.

The purpose of collecting these data was to establish a baseline of what policies and practices exist within public and private workplaces in Oregon. Now that these baselines are established, it will be possible to monitor changes within public and private workplaces and compare them with changes in workplaces participating in the HWI. In this way, DHS can determine whether the HWI is effective in facilitating positive changes in the workplace. A second survey is planned in 2007-08.