



## **"TRAIN AND TAKE" – BLOOD PRESSURE MANAGEMENT WORKPLACE POLICY AND ENVIRONMENTAL DEVELOPMENT**

There are environmental changes that can be made at the worksite to support employees' blood pressure management. Some of these suggestions are no to low cost (\$) while others may be moderate to higher cost (\$\$). See the symbols next to each suggestion. Some of the suggestions include:

### **❖ POLICY SUGGESTIONS:**

\$ Provide healthy vending and meeting options. Sample policies can be found at: <http://www.eatwellworkwell.org/policies.htm>.

\$\$ Review your current benefit plan and offer reduced co-pay for blood pressure medications to insure patient compliance.

\$\$ Review your current benefit plan and institute co-pay for one-on-one coaching sessions.

\$\$ Provide one-on-one coaching on blood pressure management and risk factor counseling via:

- ❖ Administrative leave for coaching sessions
- ❖ Provide onsite sessions

\$ Provide flexible breaks for physical activity.

\$\$ Offer discounted fitness club memberships or reimbursement fees for participation in Shape Up Montana.

### **❖ ENVIRONMENTAL SUGGESTIONS:**

\$ May is National Blood Pressure Month. Consider some of the following kickoff events:

- ❖ Promote blood pressure management through posters, one-page weekly email newsletters, and payroll stuffers with information throughout the month of May on managing your blood pressure. Information is available at the **Centers for Disease Control and Prevention** at <http://www.cdc.gov/Features/HighBloodPressure/>
- ❖ Direct your employees to MyLifeCheck self-assessment through the **American Heart Association** on "Managing Your Blood Pressure" at <http://mylifecheck.heart.org/PledgePage.aspx?NavID=5&CultureCode=en-US>
- ❖ Work with your internal staff to deliver a lunch and learn with the "Train and Take" PowerPoint presentation to speak on managing your blood pressure and knowing your numbers.
- ❖ Bring in a local health educator or a pharmacist to talk on controlling your blood pressure.

- ❖ Provide a seminar on the relationship between high blood pressure and stroke.
- \$ Host onsite blood pressure screenings for all employees/dependents/retirees.
- \$\$ Consider implementation of a health risk assessment. Ensure employees with elevated results follow-up with their physician. Check with your screening provider to see if there is a release that employees can sign in order to have a copy of the results sent to their primary provider.
- \$\$ Consider implementation of an incentive program to support high-risk individual's reduction of elevated ranges from a set timeframe for those who show improvement.
- \$ Blood pressure tracking sheets are available through the **American Heart Association** at: [http://www.heart.org/idc/groups/heart-public/%40wcm/%40hcm/documents/downloadable/ucm\\_305157.pdf](http://www.heart.org/idc/groups/heart-public/%40wcm/%40hcm/documents/downloadable/ucm_305157.pdf)
- \$ Purchase a self monitoring blood pressure machine to be kept in the employee room or some other easily accessible space. Include tracking sheets and a poster near the monitor to show the correct way to use the machine.
- \$ Institute a **Take the Stairs** campaign. The **CDC** provides a guide on implementing a stairwell program at the workplace at: <http://www.cdc.gov/nccdphp/dnpao/hwi/toolkits/stairwell/index.htm>.
- \$ Provide bike racks at the workplace and encourage employees to bike to work. See FitCity Challenges on how to select a bike rack for the workplace at: <http://www.fitcitychallenge.org/Worksite/ShowPhysicalActivity.aspx?ID=15>.
- \$ Provide healthy vending and meeting options. To sustain this environmental change, develop a guide for your workplace for healthy vending and meetings. Customize a sample policy to support your healthy vending and meeting environment from: <http://www.eatwellworkwell.org/policies.htm> Also visit the Vending / Meeting Guidelines in the Workplace on our resource page at: <http://montanaworksitewellness.org/resources.shtml>.
- \$\$ There are several online fitness challenges that could be instituted with an incentive tied to completion. Some of those include:
  - <http://www.fitcitychallenge.org/>
  - **American Heart Association** has a great Walk at Work program at:

[http://www.americanheart.org/presenter.jhtml?identifier=3060698.](http://www.americanheart.org/presenter.jhtml?identifier=3060698)