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](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](http://www.cdc.gov/Features/HighBloodPressure/) at [http://www.cdc.gov/Features/HighBloodPressure/](http://www.cdc.gov/Features/HighBloodPressure/)
    - 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](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](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](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](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:
  - [American Heart Association](http://www.americanheart.org) has a great Walk at Work program at: