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

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

Kate McPhaul, Morgan Young-Spiers, Baldeep Rai, Anne McDonough
The Case for Employer Sponsored Wellness Programs

Increase in unhealthy lifestyles

Rise in chronic disease

Shift in onset of disease to working age

Workplace wellness programs – primary and secondary prevention

Total Worker Health®
Integrated Approach to Employee Well Being

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?
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

Employee Type:
- 35% Federal
- 11% Trust
- 13% Intern
- 29% Smithsonian Enterprise
- 1% STRI
- 1% Volunteer
- 1% Woodrow

Occupation:
- 40% Prof/Admin
- 22% Police
- 13% Museum Curator/Scientist
- 13% OFMR/Blue Collar

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

Wellness Visits:
- 80% 0 HRAs
- 9% 1 HRA
- 11% 2+ HRAs

N = ~7100
Selected Results: Defining who receives HRAs by location

Percent of Employees Who Received an HRA by Workplace Location

- 0 HRAs:
  - 0.5mi from a clinic: 82.90%
  - Outreach: 70.80%
  - 0.5+mi from a clinic/no outreach: 82.00%

- 1 HRA:
  - 0.5mi from a clinic: 9.90%
  - Outreach: 14.10%
  - 0.5+mi from a clinic/no outreach: 5.80%

- 2+ HRAs:
  - 0.5mi from a clinic: 7.20%
  - Outreach: 15.10%
  - 0.5+mi from a clinic/no outreach: 12.10%
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