Fit a Bit of Wellness Toolkit

|  |  |
| --- | --- |
| Stakeholders | Float Pool Nurse Manager/ Innovator: Candace McNulty, MSN, RN  Whole Health Program Coordinator: Ashley Rush, LCSW, MCAP  Fitbit Health Solutions: A Google Company: Chris Kaiser  Phone: 303-518-0015 Email:cjkaiser@google.com |
| Members | Orlando Float Pool Team |
| Start and End Dates | 1/2022- Present |

Background

The VA has a plethora of existing resources for veterans and employees, however, a disconnect was identified for frontline staff engagement. They were unable to participate, and many were unaware of opportunities. The innovation began with creating the wellness peer leader’s role within the team and ultimately led to the integration of wearables to collect aggregate data.

Scope

“Fit in a Bit of Wellness” is a comprehensive wellness model and is easily replicable. The combination of employee wearables, team aggregated data dashboard, and whole health tools and equipment create work/life synergy. The pilot included a group of 50 Float Pool employees including Registered Nurses and Nursing Assistants and was conducted over a 1-year. The project is currently in the sustainment phase and ready to spread.

|  |  |
| --- | --- |
| **Objective** | **Requirements** |
| Wellness Peer Leader role | * 4 hours dedicated time monthly to plan, develop, and promote wellness ideas and activities for the team * Whole Health 102 & 202 * Conduct monthly engagement activities * Serve on Employee Whole Health Committee (optional) * Mind/Body Skill Group Facilitator Training (optional) |
| Fitbit Partnership (1-year pilot) | * Premium Membership- team challenges, encouragement and support, individual data & metrics * Team Dashboard- aggregate data, real-time metrics |
| Wellbeing Items | * List of items purchased below * Suggest catering the items to the specific team |

Toolkit

The table below provides an outline of the materials and recommendations for when to use them. Please remember to tailor the materials and messages to your facility.

|  |  |  |  |
| --- | --- | --- | --- |
| Document Title | Description | When to Use | Document |
| VA Form 10-3203 (Optional) | This form will serve as consent for employee written or oral statements, photographs, digital images, and/or video or audio recordings by VA for purpose of the Innovation Project. | Employee to (voluntarily) sign when issued the wearable device. |  |
| Temporary Government Issues Equipment Loan Form. | Assigns assets to the employee and outlines when to return the asses. | Upon signing out or return of wearable devices. |  |
| Employee Whole Health 2.0  (updated March 2021) | Employee Whole Health (EWH) complied with a series of measures and scales for use in the evaluation of efforts around EWH. | Review the toolkit to choose which areas you would like to purpose for this project. |  |
| Orlando VA Employee Whole Health Team Project Evaluation (what we built from EWH Toolkit 2.0) | This evaluation was presented to project participants via forms at baseline, 45 days, 90 days, and conclusion for the pilot. | These are the questions we chose, as we wanted to monitor a broad set of data for the pilot and ensure it was comprehensive. You can condense and choose from the above toolkit what your site would like to measure. |  |
| Professional Quality of Life Questionnaire (optional) | Professional Quality of Life (proQOL) is a third-party tool intended for any helper (including healthcare professionals) to better help leadership in understanding the positive and negative aspects of helping those who experience trauma and suffering as part of | If the pilot group is considered “helpers” and participates in any patient care (RT/PT/MD etc), this may be a beneficial tool to monitor their resiliency and coping skills. IMPORTANT: You must complete a “permission to use proQOL” and obtain permission before use.  UPDATE: A new proQOL scale for healthcare workers is now available evaluating compassion fatigue, support, burnout, secondary traumatic stress, and moral distress. |  |

Wellbeing Items

* Electric Tea Kettle
* Aromatherapy Patches
* Aromatherapy diffuser and oils
* Handheld weights
* Adult coloring supplies (coloring pencils, coloring books, coloring cards, etc.)
* 10 yoga mats
* Stand to sit desk
* Office treadmill for desk
* Blender
* 10 Journals
* 50 Fitbits with 1-year premium access
* Strengthening Bands
* TV on Wheels (portable TV) with HDMI cable
* Deep Tissue Handheld Massager
* Wellness VR Headset (optional)
* Infrared Light Therapy (optional)