

Introducing



An employer-sponsored health and wellness program offered to all Hospice of the Piedmont's Team Members.

What is an employer-sponsored health and wellness program?

An employer-sponsored wellness program is a health promotion initiative implemented and funded by an employer to support the physical, mental/emotional, financial and social/community well-being of its employees.

Why is Hospice of the Piedmont investing in a health and wellness program?

Just as Hospice of the Piedmont works to connect patients and their families to the care they seek on the terms they choose, making health and wellness resources accessible to the organization's Team Members is just as important! THRIVE365 aims to encourage healthier lifestyle choices, help prevent illness, help individuals manage chronic illnesses better and help reduce overall healthcare costs.

What does Hospice of the Piedmont's wellness program include?

In addition to programs and resources available through Blue Cross and Blue Shield of North Carolina; the organization's Human Resources Team and the organization's Wellness Committee; THRIVE365 is further supported by a wellness platform designed in partnership with Health Designs. The program is designed to promote self-directed, coach-supported wellness across four domains of wellbeing:

- Physical
 - This domain aims to support an individual's physical wellbeing by promoting an individual's ability to engage in daily activities on terms which fit their abilities, current health status and level of engagement. This could include things like fitness programs/challenges, assessing healthy nutrition, and assessing sleep patterns in addition to biometric screenings (e.g. blood pressure, cholesterol, A1c - a longer-term measure of blood sugar; Body Mass Index or BMI).

- Mental/Emotional
 - This domain aims to support an individual's ability to cope with stress, maintain positive relationships and navigate life's challenges. Creating a personal emotional balance can help reduce anxiety and depression.

- Financial
 - This domain aims to support an individual's sense of security and confidence by helping individuals make a financial plan which fits their own individual objectives. Engaging with partners like Corebridge or Pinnacle Financial Partners may help individuals explore and establish personal financial goals and may help promote greater financial wellbeing.

- Social/Community
 - This domain aims to improve the quality of relationships and sense of connection individuals may have with others both inside and outside of work. Enhancing the workplace community promotes teamwork. This is inclusive of existing activities which may be promoted and supported by the Employee Engagement Committee. Activities like volunteering time and service; hosting in-person meetings; or even food-related social engagements throughout the year can be good ways to promote social engagement.

Creating a wellness program designed around these four cornerstones aims to support the whole Team Member. Creating opportunities to have professionally-driven support for goals individuals set for themselves helps create an environment for Team Members to thrive – both personally and professionally.

What's included in the online wellness platform?

The online THRIVE365 platform is powered by Hospice of the Piedmont's wellness partner, Health Designs. It includes access to a Health Risk Assessment which helps create an individualized health and wellness plan based on individual responses to the Health Risk Assessment. It also includes access to a variety of different wellness resources as well as access to one-on-one health and wellness coaching with a professional wellness coach. The online platform also provides access to a variety of virtual training and exercise options. Together, these offerings aim to help participants gain greater insight into their health and wellness and also help track individual progress towards a goal.

How could participation benefit me?

Participants may realize improvement in their own physical and mental health, in addition to possible reductions in stress. Participation may also aid in helping individuals achieve a greater work-life balance and may help increase energy levels and focus. Additionally, everyone's participation can also lead to lower healthcare costs and a stronger sense of community and engagement at work.

What about spouses or dependents – can they participate?

Team Members with child, children, family or spouse coverage through Hospice of the Piedmont's health plan can also access THRIVE365 offerings so long as the individual participant is 1) covered by Hospice of the Piedmont's health plan and 2) at least 18 years of age or older.

Do I earn anything by participating?

You sure can! Individual Team Members who participate in THRIVE365 have an opportunity to earn points for each activity completed during each quarter of the benefit year. The benefit year begins on October 1 and ends on September 30 of the following year.

What is the incentive and when do I receive them?

Points earned can be redeemed for discretionary paid time off (PTO). The maximum incentive award during any benefit year (i.e., Oct – Sept) is sixteen (16) hours of discretionary PTO.

Who can participate?

Anyone employed by Hospice of the Piedmont whether full time or part time. Additionally, participation is open to all individuals covered by Hospice of the Piedmont's health plan – including covered spouses and dependents older than 18 years of age. Awards of discretionary PTO, however, are limited to individuals who are eligible to receive awards of PTO.

What is included?

THRIVE365 includes access to the online wellness platform, one-on-one coaching, access to biometric screenings, and opportunities to create a personalized health plan based on your own health risk assessment are available to any team member in the organization.

Is participation required?

Although all team members are encouraged to participate, participation in the THRIVE365 program is completely voluntary.

Will there be biometric screenings?

Yes. Biometric screenings include things like measuring blood pressure, cholesterol, blood glucose, body mass index and even A1c (a long-term measure of blood glucose). Although participation in biometric screening is voluntary; the screenings include time with a professional health coach to review the results. Together, biometric screenings and the Health Risk Assessment can be helpful in formulating an individualized health and wellness plan tailored to your specific needs, wants and priorities.

Is there a cost to participate?

No – not even for spouses or dependents who are at least 18 years old or older. Costs of participation for eligible individuals are covered by Hospice of the Piedmont. This includes costs related to biometric screenings, access to the online platform, and one-on-one coaching. Team Members may incur participation costs for events in which the Team Member or their covered spouses/dependents may choose to participate for which the organization does not sponsor enrollment or participation fees (e.g. walk/run events, gym memberships, et. al.).

Will my personal health information be available to Hospice of the Piedmont?

No. The organization will only have access to data which is aggregated or summarized. No personal information is shared from the online wellness vendor, nor does the organization have access to any participant’s personal health information.

How do I sign up?

Information about how to sign up for the THRIVE365 wellness platform will be available in the HR Section of the intranet. Information about signing up will also be distributed by email.

When do I participate?

While availability of health coaches is determined by their schedule; access to the online platform is on your terms – on a schedule that works best for you. While the organization trusts each Team Member to balance ongoing work duties with their own personal wellness journey; THRIVE365 is designed to help each individual participant achieve their personal goals on the terms they choose and on a schedule that’s most convenient for them.

What if I need accommodation or if I am differently abled?

THRIVE365 is designed to support the needs, objectives, and goals of diverse populations. Talk with a member of the Human Resources Team or the THRIVE365 health coach to explore accessibility or participation concerns.