

Examples of Incentive-Based Programs

Employers may utilize incentive-based programs as part of their worksite wellness program. The following is an example that can be used alone or adapted for various types of programs to encourage people to participate. Feel free to change the types of incentives, log sheets or the behaviors you are rewarding.

Wellness Incentive Program

Instructions:

- A. The _____ (name of program) _____ Incentive Program rewards regular exercise, good nutrition and other healthy lifestyle choices. You earn points for positive lifestyle activities and behaviors indicated below. You will then be able to “purchase” incentives with the points you have earned.
- B. Filling out the Activity Log:
A paper log is provided to help you keep up with your daily activities. Find the date on the log or enter the date in the computer and record your wellness activities for that day. If you use the paper log, transfer daily activities to the computer log at least monthly. If you do not have access to a computer, your program coordinator will assist you in entering your activities. The coordinator will print what was entered and you will be asked to sign it.

Explanation of Points

• Smoking

If you do not smoke that day you get five points. You can accumulate up to 155 points if you do not smoke at all that month. Non-smokers also get the points for not smoking.

• Five to nine fruits and vegetables

The number of recommended fruits and vegetables to eat each day depends on your sex and age. See the *How Do Your Portion Sizes Measure Up?* page of the Nutrition Supporting Materials section for your recommended servings and definitions of serving size. Record the number of servings of fruits and vegetables you eat that day. You will receive one point for each fruit or vegetable serving you eat up to seven points per day. You can accumulate up to 217 points per month if you get at least seven fruit and vegetable servings each day.

• Physical Activity

It is recommended that people get at least 30 minutes of cardiovascular physical activity at least five days per week. Approximately 90 minutes daily is recommended for weight loss. Flexibility and strength exercise are

also very important for health and weight management. Go to <http://www.cdc.gov/nccdphp/dnpa/physical/components/index.htm> for descriptions of the types and recommendations for physical activity. Record the number of minutes of physical activity you get each day. You will receive one point for each 10 minutes of physical activity up to seven hours per week. You can accumulate up to 168 points in a month if you get seven hours per week.

• Additional Wellness Activities

Stress management is an essential part of wellness. You can get two points per 10 minutes of additional wellness activities you participate in each day up to 60 minutes per week. Interacting with a loved one (not watching TV), drawing, painting, reading for enjoyment or engaging in a hobby are excellent examples.

• Education, Cessation or Weight Management Classes

Record each class you attend for weight management, smoking cessation or other health-related classes such as a lunch-and-learn class on exercise safety. You will receive 10 points per class up to one class per week. Watch for announcements about upcoming classes.

• Age/Gender-Appropriate Screening

Record the following age-appropriate screenings. You will receive 100 points for getting all age/gender-appropriate screenings each year. You may receive this once per year. See the chart on the following page for screening guidelines.

• Weight Management

If you maintain a healthy weight for the month, BMI between 19 and 24.9, you will receive 100 points per month. If your BMI is above 24.9, you can also get 100 points by losing 10 pounds that month. You will receive 10 points for every pound you lose up to 10 pounds per month. When your BMI reaches the healthy range you will begin earning the 100 points per month. Additional weight loss within the healthy range does not earn points.

- You will receive 100 bonus points for filling out the Health Risk Assessment each year.

Recommended Screenings

AGE	TEST
20-29	BMI (each regular visit), Blood Pressure (each regular health care visit or at least once every two years if BP is greater than 120/80 HG), Lipid Profile (every five years), Clinical Breast Exam (every three years), Pap Test (yearly)*
30-39	BMI (each regular visit), Blood Pressure (each regular health care visit or at least once every two years if BP is greater than 120/80 HG), Lipid Profile (every five years), Clinical Breast Exam (every three years), Pap Test (every one to three years, depends on type of test and past results)*
40-49	BMI (each regular visit), Blood Pressure (each regular health care visit or at least once every two years if BP is greater than 120/80 HG), Lipid Profile (every five years), Clinical Breast Exam (yearly), Mammography (every one to two years), Pap Test (every one to three years, depends on type of test and past results), Blood Glucose Test (every three years at age 45 and older)**
50+	BMI (each regular visit), Blood Pressure (each regular health care visit or at least once every two years if BP is greater than 120/80 HG), Lipid Profile (every five years), Clinical Breast Exam and Mammography (yearly), Pap Test (every one - three years, depends on type of test and past results), Blood Glucose Test (every three years), Prostate Specific Antigen Test and Digital Rectal Exam (yearly)**

Talk to your doctor about screenings appropriate for you.

Incentive Prizes

Each month the Wellness Activity Logs will be totaled. At that time a participant may redeem his/her points for incentive prizes. Points left over will be carried to the next month. Drawings for various prizes also will be held periodically with all colleagues enrolled in the Worksite Wellness program being automatically eligible.

ITEM*	POINTS
Pen	350
Stress ball or flex bands	550
Insulated water bottle or lunch bag	650
T-shirt or pedometer	900

*Equivalent incentive items may be substituted for listed ones.

It is recommended that merchandise used for incentive prizes have a special logo and that only those who earn the prize through the wellness program receive the item.

Other Ideas

- Celebrations with healthy snacks
- Motivational messages from supervisors to employees promoting exercise during the day
- Discounts to local gyms
- Certificates, award ceremonies, newsletter “spotlights,” recognition on the website
- Conduct drawings for “Big Prize” for winners of smaller accomplishments
- Offer free or low-cost screenings
- Include exercise time as professional development
- Ergonomic assessment and subsequent work space enhancements
- Participation in organization-sponsored “special” events that employees will be eligible to attend during work hours
- Cash prizes
- Reserved parking places
- Other merchandise such as sweatshirts, etc.

* Source: American Cancer Society (ACS)

** Source: The Centers for Disease Control and Prevention (CDC)