

Wellness Committees: The Foundation for Tobacco Treatment Initiatives



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Key Objectives

Learning Objectives: At the conclusion of the session, participants should be able to:

1. Identify three steps to convening successful wellness committees.
2. List the key tasks of a wellness committee.
3. Describe the role of wellness committees in developing tobacco treatment initiatives in behavioral health organizations.

Ground Rules

- Start and end on time
- Be present and eliminate distractions
- Give everyone the opportunity to participate
- Be willing to consider new ideas

Before You Get Started

- Get support and buy-in from organizational leadership!



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Building Support From Leadership

- Show how the tobacco treatment initiative aligns with your organizations mission and values.
- Highlight the benefits of a tobacco treatment initiative to your organization.
- Be prepared to address any perceived barriers to implementing a tobacco treatment initiative.

Key Talking Points Around Tobacco & Behavioral Health

Meta Analysis of 19 research studies with individuals in current addiction treatment or recovery

➤ Tobacco use disorder treatment increased likelihood of long-term abstinence from alcohol and illicit drugs by 25%.

Key Talking Points Around Tobacco & Behavioral Health

- More alcoholics die from smoking related diseases than from alcohol related diseases.

Key Talking Points Around Tobacco & Behavioral Health

Quitting smoking is associated with a decrease in depression, anxiety, and stress, and can increase quality of life.

Why Form a Committee?

- A great way to receive input from staff.
- Allows you to review best practices and decide how to implement them within your organization.
- Ensures that the burden of designing, implementing, and maintaining the tobacco treatment initiative doesn't fall on one person.

Forming a Committee

- Ensures sustainability of the initiative.



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Tips to Forming A Committee

1. Identify the purpose and goals for having a committee.
2. Select the right committee members.
3. Determine the best person to chair the committee.

Framing Your Tobacco Treatment Efforts Through a Wellness Lens

1. When possible integrate your tobacco treatment efforts with existing wellness efforts you are doing.
2. Taking an overall wellness approach will make it easier to tie efforts addressing tobacco use to your overall mission.

Select the right committee members

1. Ensure representation from different departments within the organization.
2. Ensure different perspectives are represented on the committee, not just “wellness champions.”

Successful Committees

1. Have regular meetings
2. Use agendas and stick to them
3. Send out information ahead of the meeting.
4. Keep minutes at meetings

Have Regular Meetings

1. If you only meet “when we need to” it is easier for the tobacco treatment efforts to get put on the backburner when things get busy.
2. Makes it easier to stick to and be accountable to your timeline.

Agendas

1. Keep you accountable
2. Ensure that you have the “tough” conversations that are often needed to create meaningful change in organizations.
3. Helps committee members prepare for the meeting by knowing which topics will be discussed.

Send out Information for Review Ahead of Meeting

1. If you send out lengthy documents consider including a short summary.
2. Give an overview of how the documents will be used in the meeting.
3. Not everyone will read the documents you send out. Be prepared to give a very brief high level overview.

Keeping Minutes at Meetings

1. Provides an official record of what was discussed and decided upon during the meeting.
2. Enables those who were not able to attend the chance to keep-up-to-date on the initiative.
3. Provides guidance on next steps.
4. Helps hold the committee chair and committee members accountable.

Conflict Can be a Good Thing

1. Helps you identify potential problems.
2. Leads to innovative solutions.
3. Ensures that everyone is engaged in the process and increases buy in for the initiative.

Say Thank You

1. Let committee members know that you appreciate their hard work.
2. Highlight your accomplishments



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In Summary

1. Get support from leadership
2. Have clear and measurable goals
3. Ensure diverse views are represented
4. Guide the process, but don't do all of the work
5. Integrate tobacco dependence treatment into your overall workflow
6. Celebrate success

Case Example: CKF Addiction Treatment

- November 2015-Learning About Healthy Living: Tobacco and You curriculum integrated into all outpatient treatment groups
- August 2016-Convened a Tobacco Treatment Initiative Committee
- December 2016-Held focus groups with all CKF staff (basic SWAT analysis for going tobacco free)
- January 2018-Wellness Wednesday and Tobacco Free Day
- August 2018-Implemented tobacco free facilities policy

100 Pioneers Grant

Grant received in 2009

Provided funding to hold Freedom From Smoking classes.

Prior to holding classes we integrated smoking cessation information into our newsletters, posted information on bulletin boards and added a wellness report to our General Staffing meetings.

Culture of Wellness

Employee Wellness Committee

1. Started in 2010
2. Standing committee
3. Met quarterly-Used technology to make it easier for satellite offices to participate.
4. Conducted an annual Employee Needs & Interest Survey

Addressing Tobacco in Behavioral Health Settings

State-wide training held in Salina on March 31st, 2015

Approximately 50 attendees

Dr. Jill Williams met with our Executive Committee over the lunch hour to help us identify our next steps.



Learning About Healthy Living: Tobacco and You

Integrated into all outpatient treatment groups in Salina as well as satellite offices in 2015.

<https://www.nysmokefree.com/ConfCalls/CCNYSDownloads/UMDNJLearningAboutHealthyLiving.pdf>

CKF Ten Step Process for Tobacco Treatment Initiative

1. Establish a leadership team
2. Develop tobacco-free policy
3. Develop timeline, goals and objectives

CKF Ten Step Process for Tobacco Treatment Initiative

4. Conduct trainings for staff
5. Offer treatment for nicotine dependent staff
6. Assess and diagnose nicotine dependent patients

CKF Ten Step Process for Tobacco Treatment Initiative

7. Include tobacco dependence treatment in patient education
8. Discuss the tobacco-free policy with referral sources
9. Establish the tobacco-free facility policy
10. Monitor and evaluate the tobacco-free policy and tobacco dependence treatment program

Tobacco Treatment Initiative Committee

13 members

Current smokers, former smokers, never smokers

All departments represented

Focus Groups

1. What do we currently have in place to support this initiative?
2. How could this initiative benefit CKF and our patients.
3. What are your concerns about becoming a tobacco-free facility?
4. What are some challenges and barriers to successfully implementing this initiative?

Consultant

Brought in Dr. Chad Morris (Director, Behavioral Health & Wellness Program University of Colorado) for a two day training.

Presentations to all staff highlighting the importance of treating tobacco dependence and how it impacts patient outcomes.

Presentations to management team answering commonly asked questions such as “Will this hurt our patient census?”

Consultant

Brought in Dr. Chad Morris (Director, Behavioral Health & Wellness Program University of Colorado) for a two day training.

Developed standing orders for NRT.

Met with CKF Executive Team.

Provided training for clinical staff.

Reviewed our tobacco-free policy.

Staff Trainings

Presented monthly at the residential technician and nursing staff meetings.

All staff were required to take the Relias Learning Smoking and Behavioral Health training.

Wellness Wednesdays

All facilities were tobacco free from 8:00a.m. to 9:00p.m.

Provided nicotine replacement therapy to patients in residential treatment.

Had quit kits available for staff and patients.

We used the feedback and lessons learned and planned additional Tobacco Free Day experiments to help us prepare for being tobacco free.

Incremental Approach

April-CKF was tobacco-free two days a week

May-CKF was tobacco-free three days a week.

June-CKF was tobacco-free four days a week.

July-CKF was tobacco-free five days a week

Incremental Approach

The original plan was to keep adding one additional tobacco free day each month and implement the tobacco free policy in October.

Once we reached five days/week tobacco-free patients and staff felt we were ready so we moved up the tobacco-free implementation timeline to August 1st.

CKF Implements Tobacco Free Facilities Policy

August 1st, 2018-CKF becomes the first residential and detoxification substance use treatment center in Kansas to implement a tobacco-free facilities policy.



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Resources

University of Colorado Anschutz Medical Campus
Behavioral Health & Wellness Program

<https://www.bhwellness.org/>

- Dimensions Tobacco Free Toolkit
 - Includes supplemental sections for priority populations including behavioral health.

- Fact Sheets

Resources

Smoking Cessation Leadership Center

<https://smokingcessationleadership.ucsf.edu/>

- Offer free webinars on tobacco-related topics
- Toolkits
- Fact sheets

Resources

Kansas Tobacco Guideline for Behavioral Healthcare Implementation Toolkit

<https://www.publichealthlawcenter.org/sites/default/files/resources/Kansas-Tobacco-Guideline-Behavioral-Health-Care-Toolkit-Dec2018.pdf>

Sources

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Thank You!



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