



Lucile Packard Children's Hospital at Stanford – Palo Alto, CA Receiving the Gold Star for a tobacco-free environment

In May 2013, Lucile Packard Children's Hospital in Palo Alto, California achieved the highest standard of a tobacco free environment with a comprehensive employee quit-tobacco program. The hospital was awarded a Prevention Partners' Gold Star for their achievement. Lucile Packard Children's Hospital is a 311 bed facility and has over 3,000 employees. In 2012, the hospital served patients from 32 states and 9 countries.

The four key components of the WorkHealthy America *Quit Tobacco System for Employees* are:

- Establishing a tobacco-free property policy
- Creating a system approach to identify and refer employees to cessation resources
- Having comprehensive benefits and incentives
- Conducting evaluation

By using resources provided by Prevention Partners through the WorkHealthy America program, Lucile Packard Children's Hospital achieved excellence in all four of these sections.

About the Smoke-Free Policy: Lucile Packard Children's Hospital has been a smoke-free campus since July of 2009. The policy prohibits smoking at all hospital facilities. The policy defines smoking as the carrying or holding of any lighted pipe, cigar, or cigarette of any kind, including electronic cigarettes. There is clear signage and direct communication with visitors and patients about the smoke-free policy. New employees are informed of the policy at new-hire orientation. All updates to the policy are re-communicated to employees. The hospital wants to make sure all employees and visitors understand the smoke-free policy.

System-Wide Approach: All employees are screened through the Wellness Incentive Program, which requires a declaration of tobacco status. The hospital has successfully implemented a tobacco-cessation program for all employees. The program is free to all participants and includes on-site coaching and nicotine replacement therapy (NRT). As an incentive for employees who are tobacco-free or enrolled in a quit program, the hospital offers membership in a tailored wellness program.

Help Employees to Quit: Lucile Packard Children's Hospital wanted to help their employees as much as possible to quit smoking. The hospital:

- *Makes it easy for employees to sign up*
- *Removes any financial barriers*
- *Creates a supportive environment*
- *Provides incentives*
- *Incorporates tobacco cessation as a wellness strategy*

Benefits and Incentives at Lucile Packard Children's Hospital

- Free cessation program for all employees
- 100% coverage of NRT and medications
- Group support social network
- Online tools and resources
- Program can be re-started at any time with unlimited access
- Declaration of tobacco-free status or enrollment in a quit program allows access to the employee wellness system

Evaluation: Employees who have quit through the hospital cessation program have a mandatory follow-up after one year.