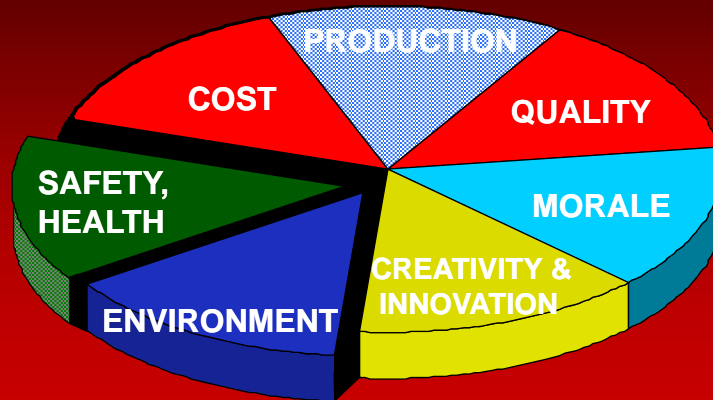


Employee Wellness: An Essential Component of Workplace Health/Safety and Incident Prevention



Definition of SAFE

- Free from injury or harm.
- Applies to **Safety, Health and the Environment!**



Vision Your Ideal No Incidents or Injuries Occurring!

- DO YOU, IN SPITE OF YOUR VISION, HAVE PEOPLE WHO ARE STILL HURTING THEMSELVES AND OTHERS?
(Or have health issues that impact their ability to work?)



MANY ASSERTIONS-BEST WAY TO PREVENT INCIDENTS!

- KEY QUESTION!
- HOW DO WE INSURE THAT THE MEN & WOMEN IN MY COMPANY ARE INTEGRATING HEALTH & WELLNESS INTO THEIR DAILY ROUTINE?



Past History

**Role of wellness & health
unknown or downplayed.
Focus on safety & observable
behaviors.**

Not the complete picture!

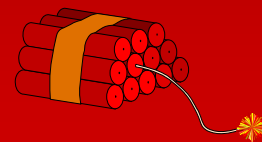
**Our well-being can cause
Incidents,
Injuries, & Health
Issues or cause us to be
safe & healthy!**

What is Wellness?

- Good physical and mental health, especially when maintained by proper diet, exercise and habits
- Well-being: The state of being healthy, happy or prosperous

Issues affecting our Well-being and how we feel are Numerous!

- Downsizing
- Upsizing
- Re-engineering
- Incentives
- The future
- Job security
- Work conditions
- Our environment
- World politics
- Deregulation
- Production pressures/quotas
Int. & ext. competition
- Personality conflicts
- Personal issues and concerns
- Re-structuring
- The economy
- Stock Market
- Foreclosures



1983-Two Primary Causes of Accidents!

- **Automatic, Non-Deliberate Behavior**
- **Premeditated, Deliberate Behavior**

Automatic, Non - Deliberate Behavior

- **Daydreaming**
- **Distractions**
- **Inattention**
- **Stress**
- **Fatigue**

1983-We found stress and fatigue to be contributing factors in causing incidents in a major chemical company!

This has continued in an upward, spiraling path to today!

Stress & Fatigue Create Distractions & Health Problems



Health, Stress & Fatigue Related Accidents/Incidents

Causes:

- 1. Lowered response time.**
- 2. Loss of focus or attention.**
- 3. Tight and tense muscles.**
- 4. Health problems and illnesses.**
- 5. Conscious choices to make short cuts or by-pass procedures.**

Premeditated, Deliberate Behavior (How we feel effects our attention level, thinking & decisions)

- Calculated Risk Taking**
- Short Cuts-conscious choices**
- Non Conformance**
 - Time, comfort**
 - Convenience, fear**
 - “Looking Good”**
 - Money/lack of safeguards**
- Conflicting priorities**

SOME FACTS REGARDING WELLNESS TODAY!

- **62% of Americans say work has a significant impact on stress levels.**
- **52% of workers are more stressed because of work than home.**
- **3 out of 4 American workers say work is stressful.**

SOME FACTS REGARDING WELLNESS TODAY!

- **54% of workers are concerned about health problems caused by stress.**
 - **45% of workers list job insecurity has a significant impact on work stress levels.**
 - **Workplace stress costs employers 200 billion per year related to absenteeism, lower productivity, staff turnover, workers comp, medical insurance.**
- Source APA**

STRESSED SPELLED
BACKWARDS IS:

DESSERTS!

(Includes other things
we ingest to feel better)



SOME FACTS REGARDING WELLNESS TODAY!

- **An estimated 350 million people world-wide currently suffer from depression. Leading cause of disability. Many in denial. (W.H.O.)**
- **Eight to 20 percent of older adults experience symptoms of depression. (Surgeon General)**
- **Depression often co-occurs with anxiety disorders and substance abuse. (NIMH)**

SOME FACTS REGARDING WELLNESS TODAY!

- 3.3 million people die from it in a year.
- Many in denial. Remains hidden-not talked about or treated.
- About 1 million people take their own lives each year.
- For each that does, 20 + make the attempt.
- About 69k die from opiates (heroin +) OD/year. 15 million people are dependent. Crisis levels.

SOME FACTS REGARDING WELLNESS TODAY!

- Approximately six million American men suffer from depression. (NIMH)
- Nearly twice as many American women as men are affected by depression. (NIMH)
- So, approximately 18.8 million American adults have depression. (NIMH)
- Sleep Apnea on the rise-use of meds for 'Wake-fullness' enters the workplace!

Facebook “Likes” can cause depression!!

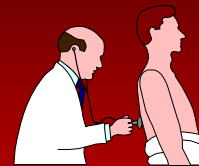
- Comparing yourself to “Friends” on Facebook can undermine user’s self-esteem and well-being! Post + not - Many conclude that other’s lives are better!



- (2015 Univ. Houston study. Mai-Ly Steers)

Our Health & Well-being are impacted! (from sources both on & off the job!)

- Effects PHYSICAL, MENTAL, EMOTIONAL, & SPIRITUAL Levels! Look for “Quick Fixes”!
- Burn-out, muscle tension, fatigue, nervous, depression, loss of self-esteem and faith, helpless, weakness, and on & on!
- Cancer, heart disease, sprains & strains, skin disorders, high blood pressure, drug and alcohol use (legal and illegal) and dependency!
- Problems with inter-personal relationships!
- Violence & Road Rage!



Look for the signs!

- Apathetic and low energy
- Decline in job performance
- Sloppy work habits
- Change in physical condition
- Poor housekeeping
- Irritable, quarrelsome
- Frequently distracted
- Drug & alcohol use
- Uncooperative
- Negative



**BEHAVIOR CAN BE
HARD TO CHANGE**



**CHANGE CAN BE
DIFFICULT, EVEN
WHEN THERE
ARE
COMPELLING
REASONS FOR
THE CHANGE**



RE-LAPSE IS THE NORM !

**Why is it difficult to Change
Unsafe/unhealthy Behaviors?**

**It won't
happen to
Me/him/her!**



Little Voice- “I don’t like to__! I/we don’t have time/money to__! It takes too long! I’m tired! It’s too hot uncomfortable, inconvenient to___! It won’t hurt me! I’m healthy! I exercise/eat well.....”



My experience

- Ate a healthy, organic diet, vitamins, etc.
- Exercised regularly
- Martial arts 2x week
- Gym 1-2 times/week
- Stopped smoking 1988
- No alcohol or drugs
- Stress test in last 6 months. Passed with flying colors
- Meditated regularly
- Get yearly physical



Doctor's recommendation



- Take 2 chewable baby aspirin daily
- Preventive as getting older
- Resisted as I didn't like taking medicine
- Besides, I ate well, exercised, great stress test results, yearly exam great, blood tests excellent, cholesterol low, etc.
- **So, why did I need it?**
Nothing would happen to me!

Went for a ride!

- Did about 15 miles-got very tired-unusual
- Stopped and rested
- Started again and got tired quickly-did a few times
- Turned around to go back-got very tired, stopped
- Didn't feel right-pressure but no pain
- Called 911, then called my wife Linda
- Laid back to rest

Woke up-Looking up at a young policeman and rescue team!

Stopped
breathing-blue
Defibrillator
Catheterized at
hospital
Cardio Rehab



What did I learn?

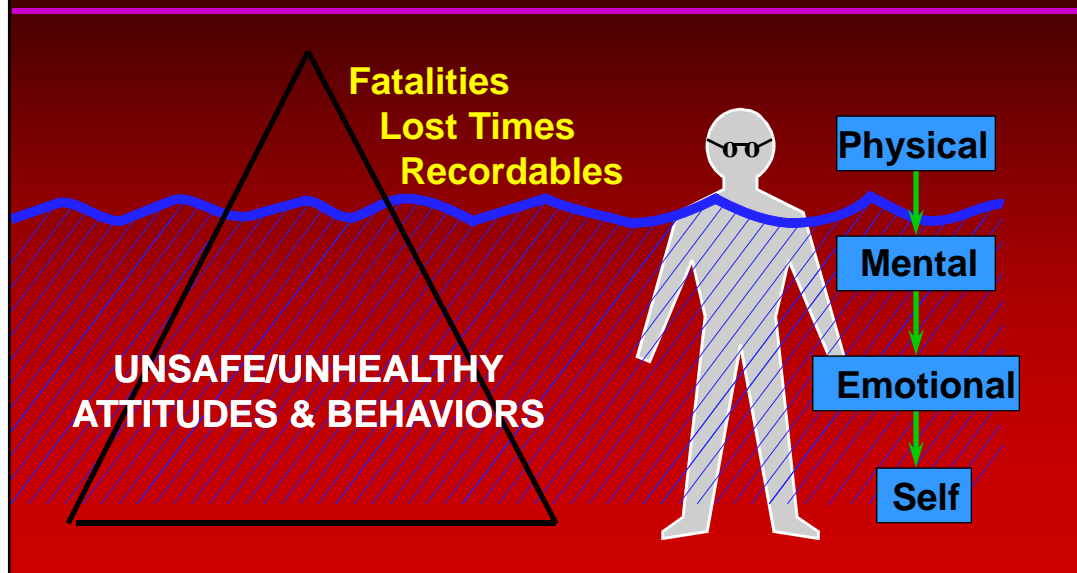
- I'm not indestructible and something can happen!
- Genetics and family history play a larger role than lifestyle! Take responsibility!
- I now get an bi-annual checkup.
- Not to be arrogant and listen to the recs. of the Dr. Check out alternatives but do something! Use both!
- Check out family history and live a preventive lifestyle. Refine diet and exercise-Cardio.
- Always take my cell phone wherever I go. (acts as a GPS)
- Check Defibrillator-at work.

KEY-CREATE A LEARNING ORGANIZATION

- LEARNING TO SURVIVE!
- INCLUDES HEALTH ALONG WITH SAFETY & the ENVIRONMENT!
- EITHER REACTIVE or GENERATIVE

- GENERATIVE-CREATE CULTURE
- MAKE IT HAPPEN NOT LET IT HAPPEN!!

HOLISTIC-Must Address the Whole Person--On All Levels



A Holistic, Comprehensive Behavioral Safety Process

- Identifies unsafe/unhealthy attitudes, behaviors, conditions, equipment and poor design
- Supports corrective actions to change and fix them
- Provides resources to promote and support health and wellness.

Some Facts About Today's Workforce: Current Workforce

Silent	Born before 1946	5%
Boomers	1946-1964	40%
Gen X	1965-1981	30%
Gen M or Y	1982-2001	25%

Much of Today's Workforce



Why It's Important to Understand Generational Differences

- Boomers are larger than two previous generations
- One out of every three adults over 21 is a boomer
- Boomers have tremendous work ethic
- 10,000 Boomers per day are turning 50
- 13,000 people will reach the age of 60 every day for the next 20 years
- Boomers will work longer than in past
- By 2050, the median age worldwide will be 38, up from 28 in 2000 and 24 in 1950.
- In the US, the median age in 2050 will be 41.

Fact: We have an aging workforce that:

- Likes to work hard - motivated
- Independent
- Will retire later
- Will be dependent on dual incomes
- Are entitlement dependent
- Are generally optimistic about how long they will live and how they will live
- Have been hit hard by recent recession in home values and savings for retirement



What is Anticipated Will Happen To Our Workforce

- Aging and related medical issues will rise
- Low claim frequency
- High claim severity
- Increased falls
- Longer healing times
- More severe musculoskeletal disorders
- Certain claim types will increase

Common Age-Related Injuries

Changes with Age	Type of Injury
Loss of Strength	Strains and sprains; tendonitis
Loss of muscular flexibility	Strains and sprains; falls
Diminished postural steadiness	Slips, trips, falls; fractures, sprains, strains
Reduced grip strength	Repetitive motion disease; tendonitis, bursitis, epicondylitis; carpal tunnel syndrome
Reduced balance	Falls, Slips
Reduced nervous system responses	Decreased reaction times, being struck by objects; fractures, dislocation, death
Reduced cardiovascular capacity	Greater risk for heart attack and stroke
Reduced visual capacity	Greater exposure to safety hazards, falling injuries

CNN Headline

AMA

Obesity is a Disease!

1/3 of US Adults are Obese

12.5 million children affected

Costs: Illnesses, dollars

The Average Child Eats:

**-14 pounds of food additives
per year**

-120 pounds of sugar per year

Health-Obesity & Workers Comp

**Claims most strongly affected by Body Mass Index
(BMI):**

- Lower extremity
- Wrist or hand
- Back
- Pain/inflammation
- Sprain/strain
- Contusion/bruise
- Falls/slips
- Lifting
- Exertion



Truls Ostbye, MD, PhD; John M. Dement, PhD & Katrina M. Krause, MA (2007). Obesity and Workers' Compensation Results From the Duke Health and Safety Surveillance System, *Arch Intern Med*.167:766-773.

Health-Cost of Obesity: Duke University Medical Center Study

- Obese workers filed 2X the number of workers' compensation claims
- Obese workers had 7X higher medical costs
- Obese workers lost 13X more days of work from work injury or work illness than did non-obese workers.
- The average medical claim costs per 100 employees were \$51,019 for the obese and \$7,503 for the non-obese.
- John Hopkins and NCCI released similar studies



What has the “Employee Benefits” Side Identified as the Top 2 Drivers of Overall Health Care Costs?

Stress & Mental Health

More employees are absent from work because of stress & anxiety than because of physical illness or injury!!

Work-related Stress is a Growing Health Concern

- **33% of the 40.2 million workdays lost by illness and injury are from stress, anxiety, and depression.**
- **Stress can be a hidden trigger behind cardiovascular problems, musculoskeletal disorders, obesity, depression, and violence.**

National Safety Council - News Release September 21, 2005

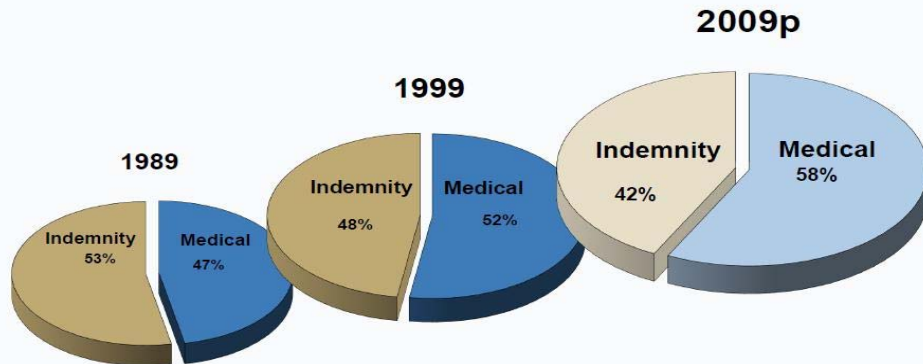
Can we agree on four major points?

- **Our workforce:**
 - (1) is older**
 - (2) is more obese**
 - (3) has higher levels of stress**
 - (4) has more mental health issues. (includes Drug (legal & illegal) and Alcohol problems)**

WC Medical Costs Rising

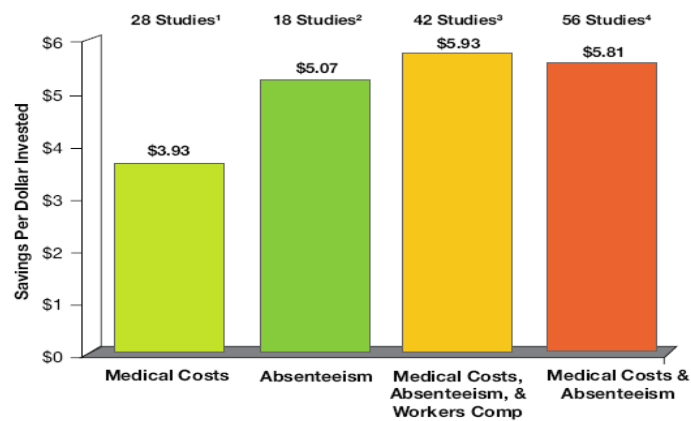
Workers Compensation Medical Losses Are More Than Half of Total Losses

All Claims—NCCI States



NCCI, WC Symposium 2010

ROI in Worksite Health Promotion



1. Source: Aldana, SG, *Financial impact of health promotion programs: a comprehensive review of the literature*, *American Journal of Health Promotion*, 2001, volume 15:5; pages 296-320.
2. Source: Aldana, SG, *Financial impact of health promotion programs: a comprehensive review of the literature*, *American Journal of Health Promotion*, 2001, volume 15:5; pages 296-320.
3. Source: Chapman, LS, *Meta-evaluation of worksite health promotion economic return studies*, *Art of Health Promotion*, 2003, 6:6, pages 1-16.
4. Source: Chapman, LS, *Meta-evaluation of worksite health promotion economic return studies: 2005 Update*, *Art of Health Promotion*, 2005, p. 1-16.

Why Now?

"There's no question that workplace wellness is worth it. The only question is whether you're going to do it today or tomorrow. If you keep saying you are going to do it tomorrow, you'll never do it. You have to get on it today."

- Warren Buffett

1. Focus on productivity – doing more with less
2. Proactive cost-containment approach
3. Investment in human capital
4. Increased stress levels due to economic climate

What are Employers Doing?

- **Willis Wellness Survey**

Weight management	64%
Physical activity	65%
Smoking cessation	71%
Medical screenings	49%
General health website	52%
Disease management	47%
Periodic health fairs	41%
Health risk assessments	50%

Management's Perspective

- **Willis Wellness Survey**
 - 94% of leadership is committed to improving employee health.
 - 94% of management believe that employee health can be directly linked to absenteeism and productivity.
 - 86% of management are committed to improving the work-life balance of employees.

Wellness Strategy



Wellness goes beyond our physical Condition!

- Diagnosed with MS 1980
- Founded MS Initiatives
- Wrote “You Are Not Your Illness” 1995 S&S
- Wrote “Wheelchair Wisdom” 2014-Awards
- 2 Masters Degrees-Counsels
- Berrett Kohler Best Author
- IBPA Award 2015



WHAT TO DO?

WORK-RESPONSIBILITY OF LEADERSHIP TO:

- **PREVENT/REDUCE UNSAFE/UNHEALTHY INFLUENCES and STRESSORS ON EMPLOYEES!**
- **PROVIDE RESOURCES TO: Improve unsafe/unhealthy conditions/environment, eliminate fumes, noise, dust, equipment, crowded areas, etc.**

WHAT TO DO? (con't)

- Hire out-placement services when downsizing.
- Provide EAP services for work and personal problems. Includes D&A counseling & rehab.
- Involve employees in identifying & solving unsafe & unhealthy situations and conditions.
- Give people control and power to make changes. (make sure the structure works!!!)
- Provide leadership, management, and interpersonal skill training. C&C.

(more) WHAT TO DO? (con't)

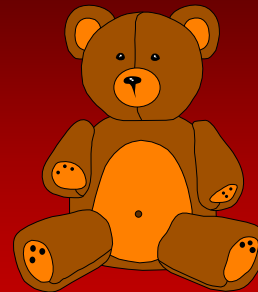
- Insure incentive systems/quotas are not supporting unsafe behaviors and stress!
Place the emphasis on people not things!
- Get upper management/corporate support and resources to improve unsafe/unhealthy and/or stressful situations/circumstances!
- Have frequent communication meetings related to changes in the organization,
TELL PEOPLE THE TRUTH!!

(more, more) WHAT TO DO? (con't)

- **Train accident/incident investigation teams to handle incidents constructively-reduce stress and learn from incidents.**
- **Provide holistic awareness/health/stress/personal/team management skills to all:**
 - **Stress reduction & relaxation**
 - **Physical fitness**
 - **Nutrition**
 - **Time management**
 - **Self-observation/management**
 - **Team support**
 - **Assertiveness training**

AND FINALLY!!!!

- **TAKE CARE OF YOURSELF AND YOUR LOVED ONES!!!**
- **TAKE LONG, SLOW, DEEP BREATHS!!!**
- **HAVE FUN!!! LEARN TO PLAY!!!**



YOUR VISION FOR WELLNESS!

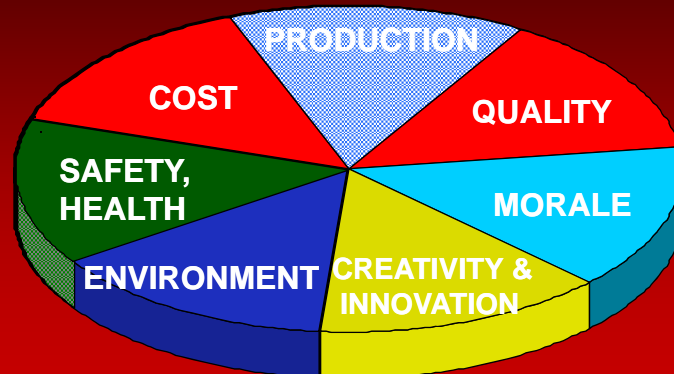
Vision without action is merely a dream. Action without vision just passes the time.

Vision with action can change the world.

Dare to dream and take actions that will change the lives of others!

You will find you!

Employee Wellness: An Essential Component of Workplace Health/Safety and Incident Prevention



**Presented By:
Michael Topf**

For More Information

e-mail

Michael Topf

mtopf@topfinitiatives.com



175 Strafford Ave. Suite One, Wayne, Pa. 19087

1-610-783-1776

1-610-783-1775 fax