



Filling The Gap: How Total Worker Health Completes Your Safety Initiative

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Objectives

- How a healthy workforce leads to lower incidents and worker's compensation
- How to integrate health protection and health promotion initiatives
- Tips to build culture and policies to reach organizational goals

Burning Questions?

- What is your organization facing today?
- Which of your workers are most at risk?



What are the ramifications if this happens on the job

- Heart Attack
- Diabetic episode
- Stroke
- Fall asleep
- Panic attack



Safe vs. Well

Safe

- Health Protection
- Free from injury
- Avoid outside harm

Well

- Health Promotion
- Free from disease
- Avoid inside harm



Together this protects the whole person

Think Beyond...

- Ergonomics – Healthy Bodies
- Safety measures – Better sleep, Hydration, Clear mind
- Safety equipment – Employees at a lower risk for chronic conditions
- Communication Plan – Social Media, Onsite Health professional, Text

The Connection

- Workers' compensation data makes the connection between wellness and safety abundantly clear.
- For example, obesity can exacerbate or cause workplace injuries.
- A Duke University study showed that obese employees filed twice as many workers' compensation claims and had seven times higher medical costs from those claims as non-obese workers.
- The connection between safety and health just makes common sense.

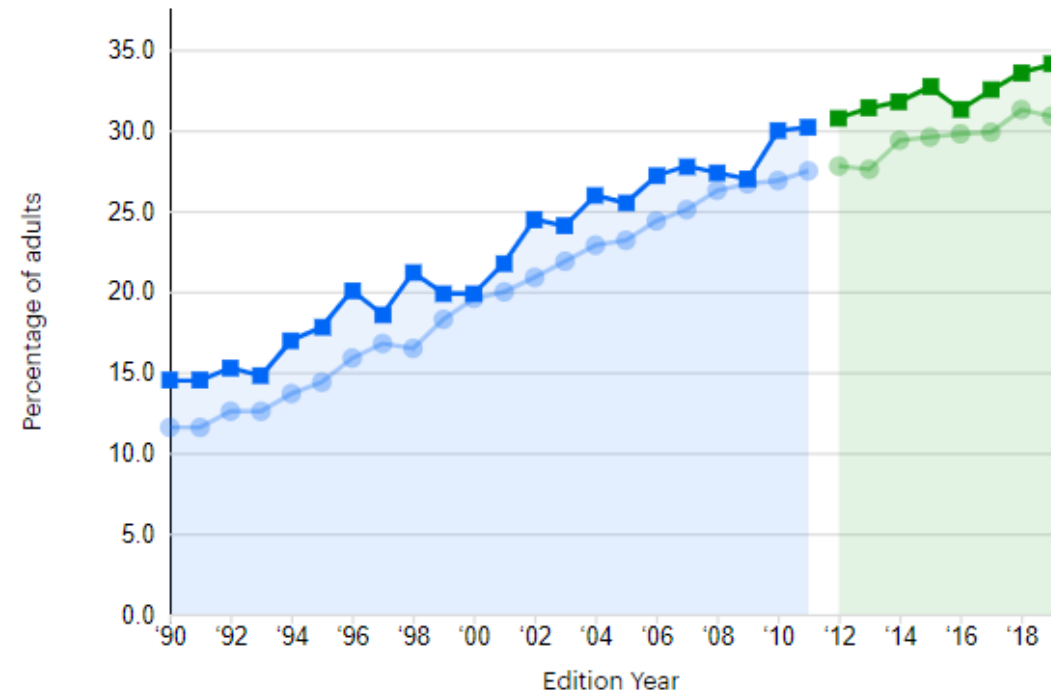
- A University of Texas-Austin study showed that for workers with major injuries, a higher body mass index was associated with higher workers' compensation claim costs, according to Science Daily .
- Of these workers, average claim costs for obese workers were more than double that of normal-weight workers. According to the article, average costs for workers with major injuries were:
 - \$470,000 for obese individuals
 - \$270,000 for overweight individuals
 - \$180,000 for normal-weight workers

Indiana Stats

Measures, Indiana

Measure	Rating	2019 Value	2019 Rank
Behaviors			
Drug Deaths	++	23.7	36
Excessive Drinking	+++	17.5%	22
High School Graduation	+++	83.8%	30
Obesity	++	34.1%	35
Physical Inactivity	+	27.4%	42
Smoking	+	21.1%	47
Behaviors *	+	-0.196	45

Trend: Obesity, Indiana, United States



What We See

When employees are:

- More fit
- Have better circulation
- Have less inflammation
- Have lower risk of chronic disease
- Sleep better
- Less depressed and anxious
- Hurt less

They are:

- More alert
- More engaged
- Happier
- More productive
- Better attendance
- More satisfied
- Safer





It's not that Ted was a bad guy, he was just all out of "5's."



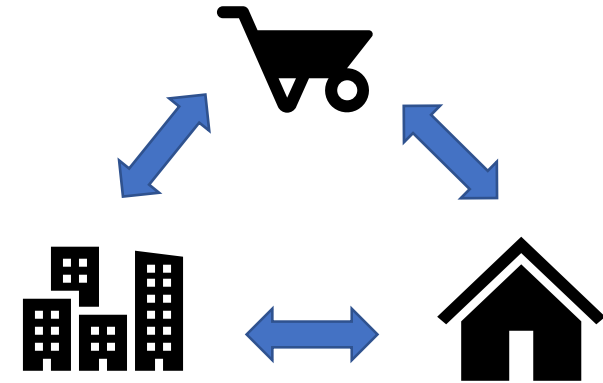


The [National Institute for Occupational Safety and Health \(NIOSH\)](#) defines Total Worker Health as:

“policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness-prevention efforts to advance worker well-being.”

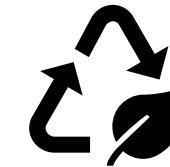
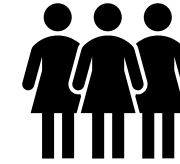
Where does total health occur?

- On the job – have more control
 - Safety standards
 - Promoting good health at your organization
- Off the job – can offer support
 - Home
 - Consider communicating to spouses
 - Family resources
 - Community
 - Health care
 - Access to healthy food
 - Parks

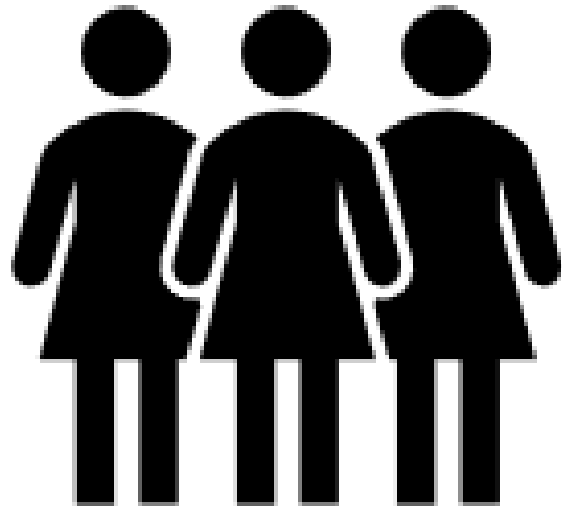


Inside Your Organization

1. Leadership and Organizational Culture
2. Policy design for safety and health
3. Build an Environment that supports worker engagement through program design and implementation
4. Provide employees support with Health that allows them to be open and know they are provided full confidentiality and privacy



Leadership



- Align business objectives with wellness and safety
- Provide the resources
- Ask your employees
- Be Visible
- Include Mid-level Management
- Build in accountability

Practices

- Top down
 - Communication
 - Leader participation
- Manager involvement
 - Middle management training
 - Support participation
- “Baked in”
 - Built into performance reviews
 - Safety and wellness = “what we do” or “who we are”

Policies

- Safety Policies
- Benefit plan
 - Does your plan cover preventive care
 - Onsite Clinic
 - Possible alternative care
 - Incentives for healthy behaviors (Tobacco free, Active, Coaching, Outcomes)
- Time off
 - Flexible work options
 - Do employees have time to use for self care
 - Rest and Renewal
 - Vacations



Environment

- Physical
 - Tobacco Free
 - Walking trails
 - Inviting stairwells
 - Air Quality
 - Lighting and Daylight
 - Acoustics
- Culture
 - Employees feel supported in wellbeing efforts
 - Entire company is proud of wellbeing and safety efforts
- Nutrition
 - Available drinkable water
 - Better food choices available onsite
 - Support in employees bringing food from home



Programs

In addition to specific safety protocol

- Stretching
 - Spine unloading
 - Stretching
 - Department specific routines
- Coaching
 - Specific coaching for your teams or individuals
 - Support for specific positions (ex. Drivers, laborers, office staff)
 - Drug and Alcohol
- Individualized
 - Your organization may need custom programs or custom delivery of programs to support effectiveness
- Stress Management
 - Robust EAP
 - Corporate Chaplain
 - Resources for resilience



Integration

- Strategy
 - Profitability, sustainability, safety compliance and ratings
- Committees
 - Cross pollinate your safety and wellness committee members
 - Involve champions
- Champions
 - Team members to promote
- Initiatives
 - How can you take a total worker approach to current safety goals



Measures

- Return on Investment & Value of Investment
 - Absenteeism
 - Presenteeism
 - Productivity
 - Engagement
 - Recruiting & Retention
 - HRA and Survey improvements
 - Medical and Worker's Comp improvements
 - Safety Ratings
 - Safety Compliance



Contact Info

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