

Invest into Employee Health to create a resilient and productive workforce

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Overview

One Health
One Approach

1

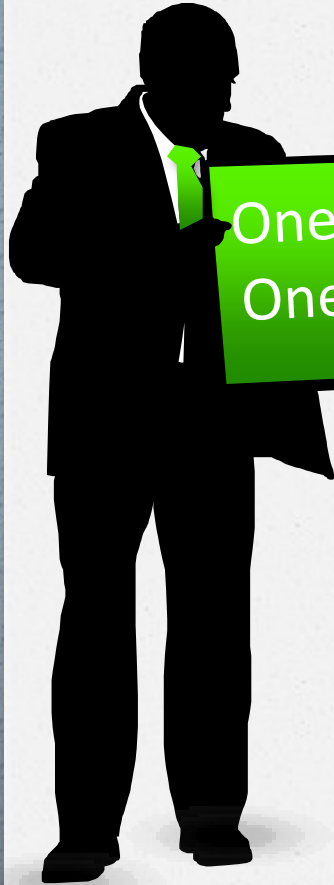
Goals of the presentation & definition of Health ,Approach to Workplace Health

2

What Can Organization Do ?

3

Conclusion & Questions &Answers



What is Health?

It is a state of complete **physical, social and mental well-being**, and not merely the absence of disease or infirmity.

Health is a resource of everyday life, not the objective of living. It is a positive concept emphasizing **social and personal resources as well as physical capabilities**.



World Health
Organization
WHO

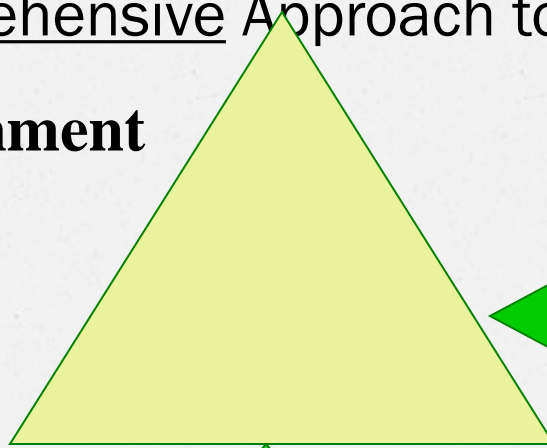
Three Pronged Approach to Workplace Health

Comprehensive Approach to Health

Physical Environment

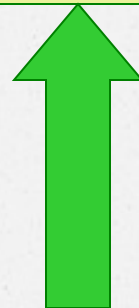


Individual Lifestyles



Reduce work- related
illness, injury
& disability

Support &/or provide
opportunities to improve
& maintain health



Organizational Culture

create a positive, sensitive & supportive social environment



A Focus on Workplace Health...

Creating a healthy workplace fosters a work environment conducive to high levels of performance”

And here is why....

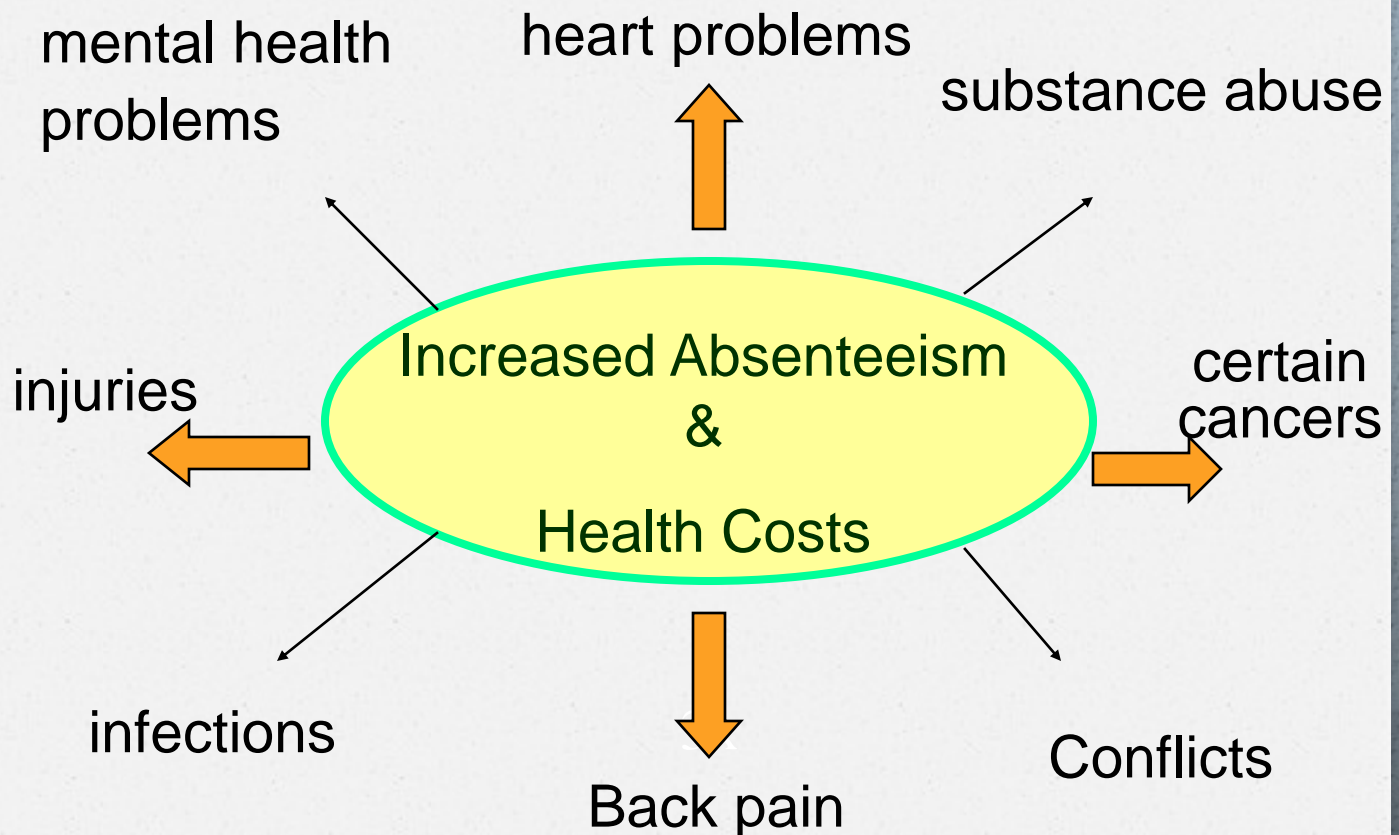
Work is a Determinant of Health

The determinants of health include:
the social and economic environment,
the physical environment, and
the person's individual characteristics and behaviors.



**All of Above Contribute to Stress
on an Individual's Health and Well-being**

Stress: Incidence on Health Problems & Cost to Businesses



psychological contracts 'iceberg' model



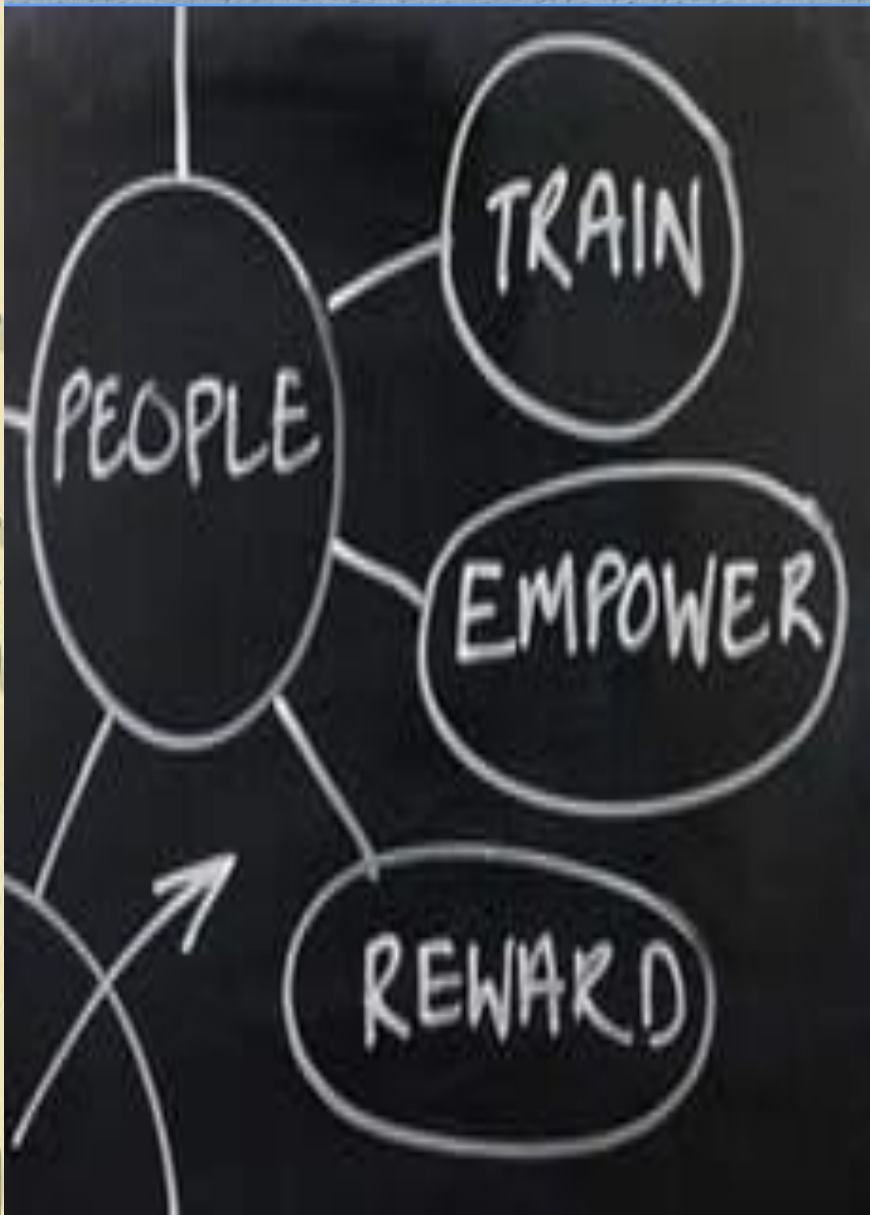
Onsite ergonomics training program



The study of relationship between workers and their environment
Ensuring a good “fit” between people, the work they do and the things they use
Fitting the job to the worker, rather than the worker to the job

Today’s modern workplace is dominated by an increasing presence of technology. Employees spend much of their time answering emails, writing reports, and participating in web conferences—all of which require prolonged periods of computer use. For the average worker, this has led to an increase in musculoskeletal complaints such as eyestrain, lower back pain and wrist discomfort





The 4 C's of a positive culture:
Control
Co-operation
Communication
Competence

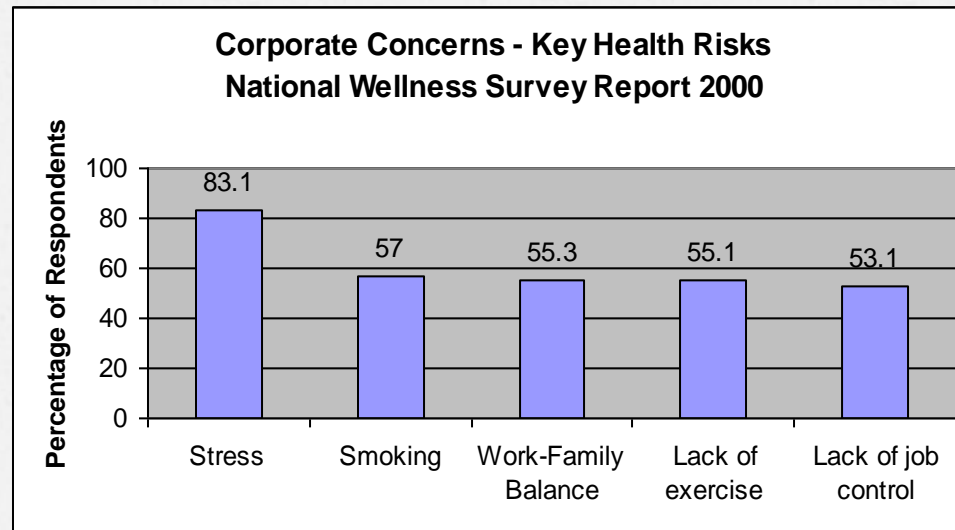


Research & Literature Show

- o Employee illness and injury are of major concern in organizations and on the healthcare system
- o Cost of medical and drug benefits are increasing & costing the healthcare system
- o Workforce is aging & so is the increasing diagnoses of health problems
- o Recruitment and RETENTION issues are on the rise

A Business Concern

Employee Health Risks



One of National Wellness Survey Report of 2000



What Can Organization Do?

To Invest into employee health
to create a resilient and
productive workforce

Here is how...

Mission & Values of your Organization

- o *Insert your workplace's mission statement*
- o *List your organization's values*

Note:

Tie the workplace health program for Employee into the above for strategic impact.

The Health Canada Model for Workplaces

1. Establish a healthy
workplace committee

2. Identify workplace
health values & goals

7. Monitor &
Evaluate

• **Organizational needs**
• **Evidence/research**
• **Organizational values
& goals**

6. Implement Program

3. Conduct a
Needs Assessment

5. Plan Health
Program

4 - Set Priorities & Objectives
Based on the Needs Assessment

Partnering...WIN – WIN - WIN

Employees

- Improved health
- Increased job satisfaction

Employers

- Decreased costs
- Improved productivity
- Increased customer satisfaction
- Improved business
- Improved corporate image

Society

- Reduction in the use of the health care system
- Improved health and quality of lives within communities

Conclusion

“A healthy workplace is as good for business as it is for the individuals working there.”

Find the hidden treasure



For more information :
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Thank You For This
Opportunity!
Questions & Answers