Sound Familiar?

Employees - Our Most Important Asset!
Destination

• Starting Points
  • OSHA/Safety Obligations
  • Employee Wellness

• Intersection
  • Employee Stress
  • Stress In The Workplace

• New Direction
  • Stress Reducers
  • Engaged Employees

OSHA of 1970

• Purpose:

  “….to assure so far as possible every working man and woman in the Nation safe and healthful working conditions and to preserve our human resources.”
OSHA

• OSHA Recommended Employer Best Practices
  • Adopt programs that reduce workplace injuries & the associated financial burdens on U.S. workplaces.
  • Most successful Injury and Illness Prevention Programs are based on a common set of key elements. These include:
    • management leadership
    • worker participation
    • hazard identification, prevention, and control
    • education and training, and
    • program evaluation and improvement

OSHA Experience

• 2017 Construction “Fatal Four”
  • Falls — 384 out of 991 total deaths in construction in CY 2016 (38.7%)
  • Struck by Object - 93 (9.4%)
  • Electrocutions - 82 (8.3%)
  • Caught-in/between* - 72 (7.3%)

Source: https://www.osha.gov/oshstats/commonstats.html
Workplace Safety

• Safety Committees
  • How Many Have An Active Safety Committee?
    • Who Serves On The Committee?
    • How Successful?
  • How Many Are Considering a Safety Committee?

Safe Workplace – Business Case

• Improved recruiting success
• Improved morale/pride in workplace
• Reduced costs:
  • Workers’ Compensation
  • Health Care Costs
Employee Wellness

• Employer Plans
  • How many have a Wellness Program?
  • How many considering a Wellness Program?

• Why Companies Have Wellness Programs
  • Control rising healthcare costs!

Employee Wellness – Typical Programs

• Employee Impact
  • Activities based (participation)
    • Focus on:
      • Complete Health Risk Assessment/Biometric Screening
      • Walking Programs
      • Going To The Gym
  • Outcomes based (results)
    • Focus on:
      • Weight loss
      • Smoking Secession
      • Disease Management
Typical Company Approach

**Injury & Illness Prevention Program**
Risk Management & EHS
- Focus on prevention of work-related accident/incidents
- Reduction of Workers’ Compensation Costs

**Wellness Program**
Human Resources & Wellness
- Focus on prevention of non-work related disabilities
- Reduction of Healthcare Costs

Emotional

- A useful definition of **Emotional Wellbeing** is offered by the Mental Health Foundation⁴:
  - ‘A positive sense of wellbeing enables an individual to be able to function in society and meet the demands of everyday life

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⁴American Mental Health Foundation [http://americanmentalhealthfoundation.org/](http://americanmentalhealthfoundation.org/), 128 2 Place, Brooklyn NY 11231-4102, 212-737-9027
Employee Wellbeing

• What is the business case for investing in employee wellbeing?

  • Direct costs
    • Employee side: cuts into wages (rising healthcare costs)
    • Employer side: cuts into profits (healthcare & workers comp)

  • In-Direct costs
    • Reduced productivity
      • Presenteeism
      • Absenteeism

Employee Wellness 2.0

STRESS

Provided for informational purposes only – not legal advice
Highlighted statistics from the report:

- 80% of workers feel stress on the job
  - Nearly half say they need help in learning how to manage stress and
  - 42% say their coworkers need such help
- 14% of respondents had felt like striking a coworker in the past year
- 25% have felt like screaming or shouting because of job stress,
- 10% are concerned about an individual at work they fear could become violent
- 9% are aware of an assault or violent act in their workplace and
- 18% had experienced some sort of threat or verbal intimidation in the past year

Employee Stress

• Because of Stress – U.S. Workers have reported:

  • 52% admit to calling in sick
  • 42% changed jobs
  • 48% lying awake at night
  • 60% - 80% accidents on the job

Source: https://safetymanagement.eku.edu/resources/infographics/work-related-stress-on-employees-health/

Intersection: Stress & Employee Wellbeing
Social

Social wellbeing is the extent to which you feel a sense of belonging and social inclusion; a connected person is a supported person in society.

• Important to our Social Wellbeing & Quality of Life:
  • Lifestyles
  • Ways of living together
  • value systems
  • traditions and beliefs

Source: uow.edu.au/student/wellbeing/uow112638.html

Disengaged Employees

• Queens Business School & the Gallup Organization survey
  • Disengaged workers experience:
    • 37% Higher Absenteeism
    • 49% More Accidents
    • 60% More Errors

Source: http://www.ehstoday.com/safety/how-engaged-workers-are-safe-employees
Opportunities to Improve Social Wellbeing in the Workplace

The positive impact that healthy relationships both in and outside the workplace bring to an organization need to be incorporated into corporate wellness initiatives. Consider:

• **Celebrating milestone markers of company anniversaries**
  • Bringing employees together for birthdays.

• **Make time for larger team and department meetings to share achievements and challenges**
  • Reconnect employees to the vision, core values and mission statement of the organization.

• **Employee social network**
  • Where employees can ask questions and ask for help from other employees.

• **Promote all aspects of diversity to create a culture of social acceptance**
  • Opportunity for all opinions to be heard and valued.

• **Foster relationships between the organization and the community**
  • Broaden social connectedness to outside the workplace and involve employees and their family members


Intersection:
Stress & Employee Wellbeing
Financial

• **Financial wellbeing**
  • Having an understanding of your financial situation and taking care of it in such a way that you are prepared for financial changes.
  
  • Maintaining that balance consists of being comfortable with where your money comes from and where it is going.

http://definitionofwellness.com/dimensions-of-wellness/financial-wellness/

Employee’s Financial Stress

• Prudential’s report “The State of Financial Wellness in America” highlights reasons that American workers experience financial stress:
  
  • 67% are stressed about saving for their future
  • 57% are stressed about their current financial situation
  • 25% spend more than they make each month
  • 65% have an emergency fund that covers less than 6 months expenses.

https://www.prudential.com/media/managed/rp/32401.html
Financial Stress - Impact

Financial Trends & Budgeting

• Trends challenging worker income:
  • Social Media
    • Targeted marketing campaigns / influence of peers’ social posts
  • Cashless Society
    • Disconnect between purchases & drawdown of money
  • Income volatility due to shifting employment
    • Changing FT to alternate work arrangements & frequent job changes
  • Oversized big-ticket items grow faster than income
    • Major expenses increase faster than wages
Financial Stress at Work

• Financial stress kills productivity.
  • Bank of America recently conducted a survey on financial wellbeing, and found that
    • 56% of employees feel stressed about their financial situation
    • 50% of those employees felt that financial stress was affecting their productivity at work.
  
• A USA Today survey found that people with high financial stress have:
  • 3 times the digestive track problems,
  • double the rate of heart attacks and
  • 44% more migraines.

• A company with a 100 full-time employees can lose as much as $520,000 annually from employee financial stress. (Average $5,200 per employee)


Opportunities to Improve Financial Wellbeing in the Workplace

• Leverage employee data analysis and insights
  • tailor financial wellness benefits to meet the unique financial needs of employees and make best use of their benefits.

• Empower employees by providing financial education
  • that can motivate employees to take advantage of their benefits and give them confidence to make the right decisions.

• Maximize employee engagement
  • communicating financial wellness programs through multiple channels and tailoring the messages to appeal to segments of employees at different life stages.

• Provide the right tools
  • that address the foundations of financial wellness—day-to-day money management, saving for the future, and protecting against key financial risks.

Results: Financial Stress Support

• An effectively designed employee financial wellbeing program can help employers:
  • Bolster productivity, because employees aren’t distracted by financial worries
  • Drive more predictable workforce flow throughout the organization.
  • Result in improved physical health
  • Increase employee engagement and retention
  • Create more affordable retirement opportunities for all employees and enable career advancement opportunities for younger employees


Intersection: Stress & Employee Wellbeing

Employee Wellbeing

- Financial Stress
- Workplace Stress
- Social Stress

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Workplace

• Occupational (workplace) Wellbeing
  • The ability to achieve a balance between work and leisure time, addressing workplace stress and building relationships with co-workers.

Source: [https://wellness.ucr.edu/occupational_wellness.html](https://wellness.ucr.edu/occupational_wellness.html)

Occupational Stress

• Workplace Stress costs companies $500 billion annually in loss productivity

• NIOSH Report:
  • 40% of workers reported their job was very or extremely stressful
  • 25% view their jobs as the number one stressor in their lives
  • 29% of workers felt quite a bit or extremely stressed at work
  • 26% of workers said they were “often or very often burned out or stressed by their work”
  • Job stress is more strongly associated with health complaints than financial or family problems.

Workplace Stress - Contributors

• **Design of Tasks:**
  • Heavy Workloads
  • Infrequent breaks
  • Hectic Routines or Long Hours

• **Interpersonal Relationships:**
  • Poor Communication
  • Unrealistic Expectation
  • Disrespect for Workers’ Families or Personal Lives

• **Work Roles:**
  • Conflicting, Unclear or Unrealistic Job Expectations or Responsibilities

• **Career Concerns:**
  • Job Insecurity
  • Poor Training
  • Lack of Career Growth


Stress Reduction Techniques

**Consult your employees**

• Talk about the factors that make their jobs stressful (such as failing equipment, understaffing, or a lack of supervisor feedback)

• **Communicate** one-on-one. Listening will make an employee feel heard and understood—and help to lower their stress and yours—even if you’re unable to change the situation

• Give workers opportunities to participate in decisions that affect their jobs

• Be sure the workload is suitable to employees’ abilities and resources; avoid unrealistic deadlines

• Get employee input on work rules, *when possible*. If they’re involved in the process, they’ll be more committed

• Deal with workplace conflicts in a positive way

Stress Reduction Techniques

Clarify expectations

• Share information with employees to reduce uncertainty about their jobs and futures.
• Clearly define employees' roles, responsibilities, and goals.
• Make management actions fair and consistent with organizational values.


Stress Reduction Techniques

Offer rewards and incentives

• Praise good work performance verbally and organization-wide.
• Respect the dignity of each employee; establish a zero-tolerance policy for harassment.
• Show that individual workers are valued and appreciated and that job stress is taken seriously.
• Schedule potentially stressful periods followed by periods of fewer tight deadlines.

New Direction

• Integrated Approach to Employee Well-being
  • Safety & HR Committees
    • Workplace Safety
    • Employee Wellness
    • Combined Engagement

Employee Wellbeing – Blended Together

• A wholistic approach to Employee Wellbeing, addressing Social, Financial, and Workplace stress can:
  • Reduce Employee Stress & Distractions at work (help reduce accidents)
  • Increase Employee Satisfaction (help retention & motivation)
  • Improve Employee Engagement
Employee Engagement

• Gallup’s State of the Workplace 2017 reveals ways highly engaged employees contribute to their company:
  
  41% – LOWER Absenteeism  
  24% – LOWER Turnover (High-Turnover Organizations)  
  70% – FEWER Employee Safety Incidents  
  40% – FEWER Quality Incidents (Defects)  
  17% – HIGHER Productivity  
  20% – HIGHER Sales  
  21% – HIGHER Profitability


Employee Engagement - Impact

PROFITABILITY & ATTRITION

• Corporate Leadership Council: Employee Engagement levels determine impact on both employee performance and retention. Two important findings:

  • Engaged companies grow profits as much as 3X faster than their competitors.  
  • Highly engaged employees are 87 percent less likely to leave the organization.

Employee Engagement

“It should go without saying if the person who works at your company is 100 percent proud of the brand and you give them the tools to do a good job, and they are treated well, they’re going to be happy. If the person who works at your company is not appreciated, they are not going to do things with a smile. Effectively, in the end, shareholders do well, the customers do better, and your staff remains happy.”

Richard Branson


Journey Continues....

Thank You!
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