



# Introduction to the Employee Health, Wellness and Safety Cohort

**April 24, 2024**

**HEALTHWORKS**  
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## **Employee Health, Wellness & Safety**

.....provides for and delivers health and safety services to employees, employee populations, and community groups. The practice focuses on promotion and restoration of health, prevention of illness and injury, and protection from occupational and environmental hazards -  
*American Association of Occupational Health Nurses.*

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## What is Employee Health, Wellness & Safety?

Is it:

- Pre-employment resources?
- Staff walking programs?
- Employee exposure assistance?
- Smoking cessation information?
- Healthy food/nutrition offerings?
- Education on safe bending/lifting practices?
- Staff financial wellness?
- Annual flu shot clinics?
- Work comp reduction strategies?



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## Employee Health, Wellness & Safety



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## Employee Health, Wellness & Safety

Well-being is the ability of individuals to address normal stresses, work productively and realize one's highest potential. Research shows that employees in good health are more likely to deliver optimal performance in the workplace.

*-Centers for Disease Control*



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## Employee Health, Wellness & Safety

Healthy employees have:

- better quality of life
- lower risk of disease, illness and injury
- increased work productivity
- greater likelihood of contributing to their communities



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## Employee Health, Wellness & Safety

Beyond helping workers uphold work-life balance and improve overall health, organizations are exploring additional wellness benefits such as recognition, paid time off, leadership training and community volunteer projects that improve both well-being and overall engagement in the workplace.



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## Why We Need Strong Workplace Safety Programs

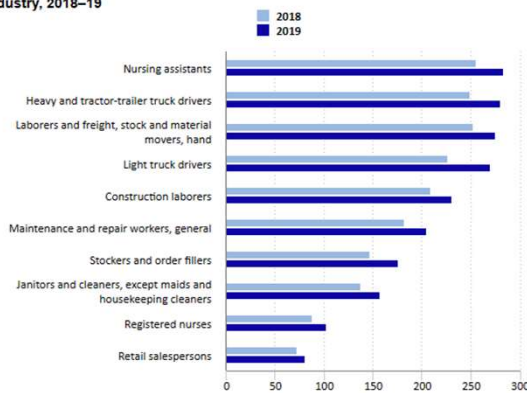
Hospitals are one of the most hazardous places to work.

Hospitals have a rate of 5.5 work-related injuries and illnesses for every 100 FTEs.

This is almost twice the rate of private industry as a whole.

-United States Department of Labor

Incidence rates of nonfatal workplace injuries and illnesses involving days away from work per 10,000 full-time workers, selected occupations in private industry, 2018–19



Click legend items to change data display. Hover over chart to view data.  
Source: U.S. Bureau of Labor Statistics.



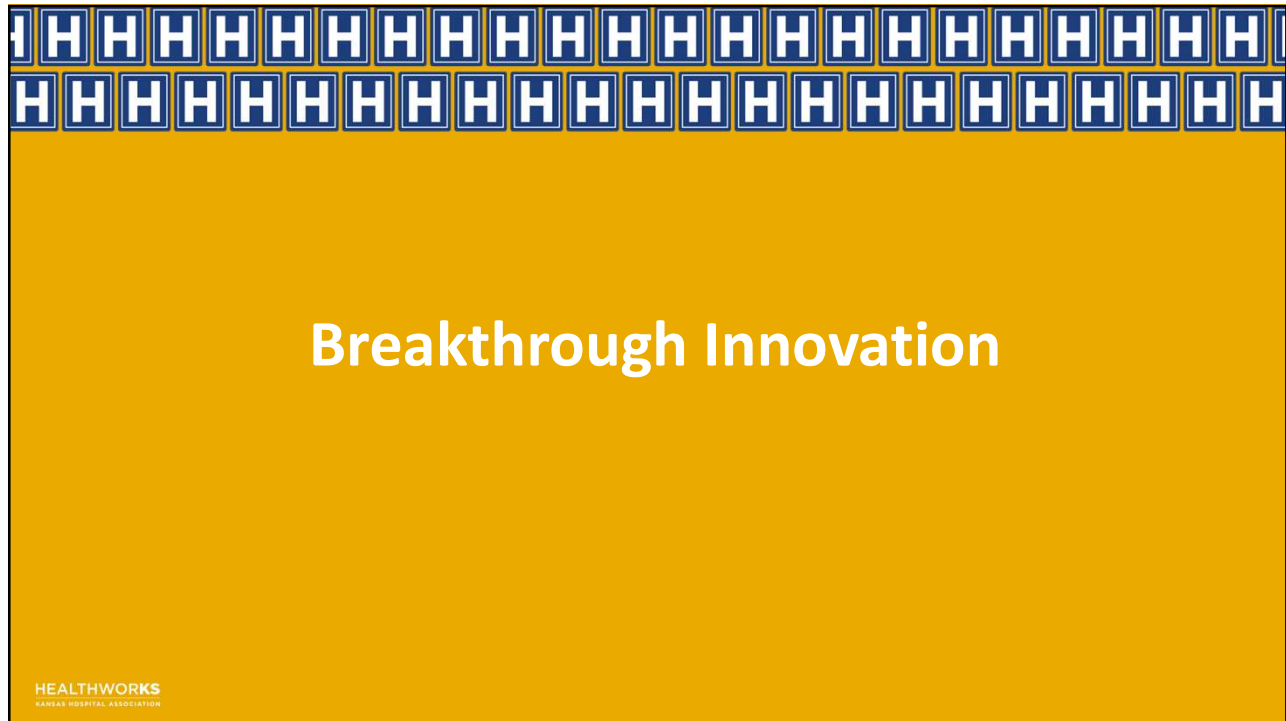
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“Workplace safety is inextricably linked to patient safety. Unless caregivers are given the protection, respect, and support they need, they are more likely to make errors, fail to follow safe practices, and not work well in teams.”

– National Patient Safety Foundation, Lucian Leape Institute. *Through the Eyes of the Workforce: Creating Joy, Meaning, and Safer Health Care*



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## Employee Health, Wellness & Safety

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- The goal is to connect better health for employees as a way to enhance overall productivity and business results and not as a cost on the expense line to minimize
- Every year ill employee health creates a 16% drag on the economy – a productivity-depressing cost for businesses
- A ROI mindset would lead employers to optimize where they spend resources related to the mix of the employee base
  - Ex: effectively treating depression and anxiety could lead to a 4:1 return (\$4 back for every \$1 spent) in improved employee health and productivity at work

<https://www.mckinsey.com/industries/healthcare-systems-and-services/our-insights/innovating-employee-health-time-to-break-the-mold>





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## Employee Health, Wellness & Safety

- Employers need to think about health broadly, not just the care they seek as a response to illness or injury
- Employers should view health as another investment

<https://www.mckinsey.com/industries/healthcare-systems-and-services/our-insights/innovating-employee-health-time-to-break-the-mold>

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## Positive Outcomes



### Decreases

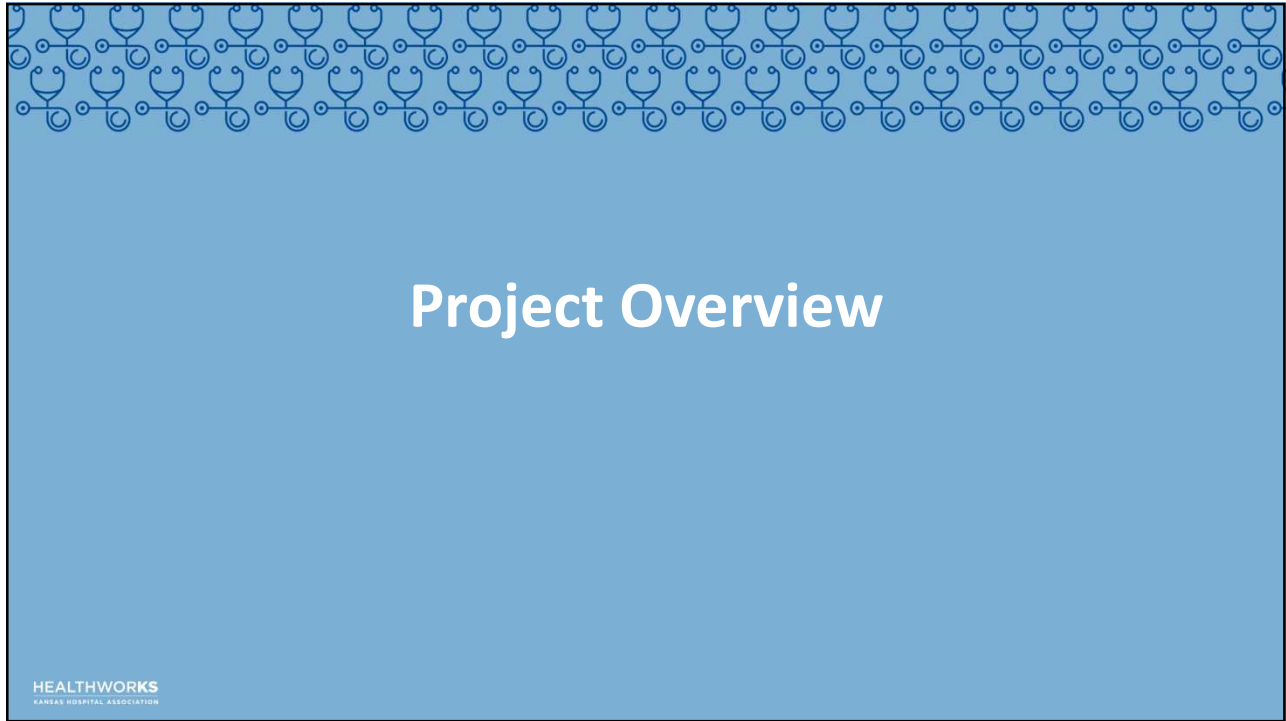
Employee Absenteeism  
Workers' Compensation Insurance Costs  
Early Exit of Experienced Staff



### Increases

Workplace Morale  
Patient Safety  
Overall Productivity

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## What are you committing to?

- Attend and participate in an in-person kick off June 6
- Attend and participate in site visit(s) and coaching zoom working session(s)
- Provide staff time and resources necessary for commitment to the project. This includes project work within your facility, which will be ongoing throughout the duration of the project
- Participate in the development of and commitment to an ongoing, sustainable monitoring program
- Maintain and submit a provided progress report to Healthworks project staff as requested
- Attend and participate in a wrap up session at the conclusion of the project on November 7

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## What will KRHOP provide?

- In-person and virtual working sessions to provide a foundation and assist each facility with establishing internal goals
- Basic employee health, wellness and safety program training and resources for strong program development
- Facilitation of peer networking
- Assistance with using employee health, wellness and safety tools and techniques for improvement
- Access to employee health, wellness and safety program expertise and project management assistance
- Wrap up meeting at the conclusion of the project to celebrate successes and build the plan for sustainability within your organization

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## What does it REALLY look like?

- Review current processes in employee health, wellness and workplace safety
- Establish team and prepare for in-person and virtual sessions – Susan R helps with this during initial project planning call w/ project lead
- Attend all sessions to work through employee health, wellness and safety program development
- Put actual ideas/program improvement to work – bring back barriers/successes to share during site visit, zoom sessions, and wrap up
- Make improvements to processes based on tools shared/area needed
- Educate and share internally what changes are made or programs/processes created

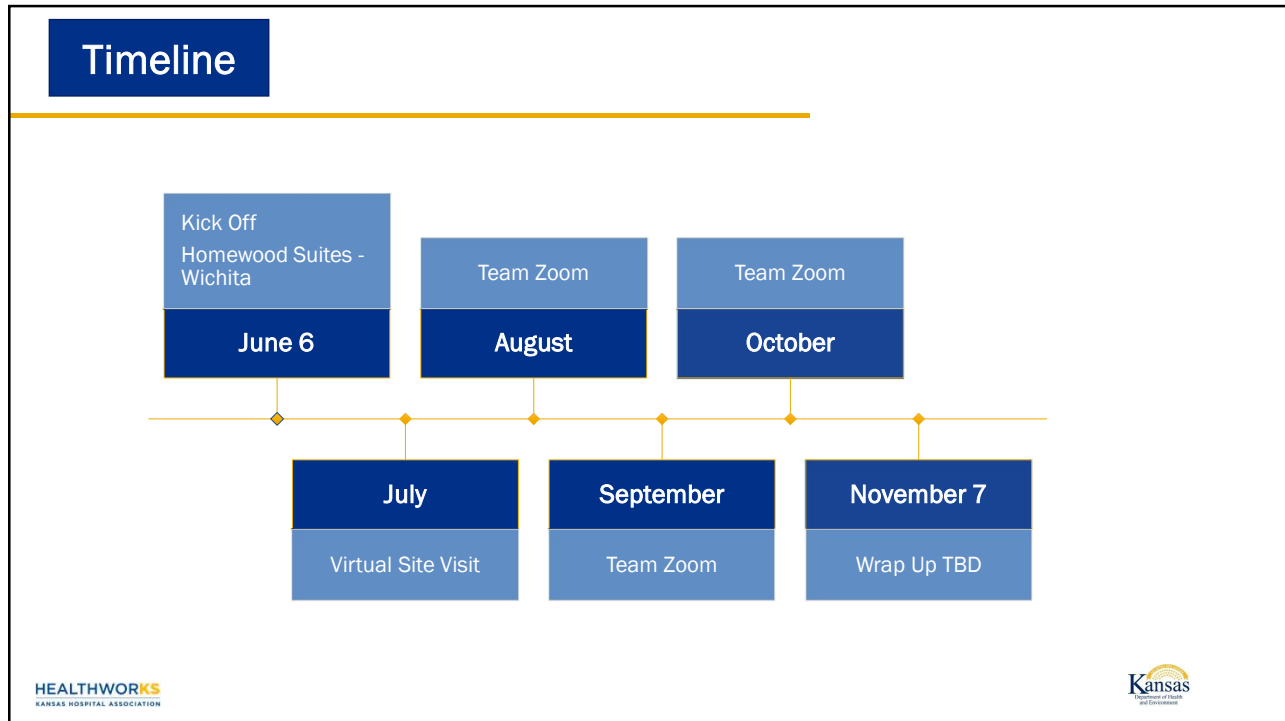
## Employee Health, Wellness & Safety Support

### Healthworks

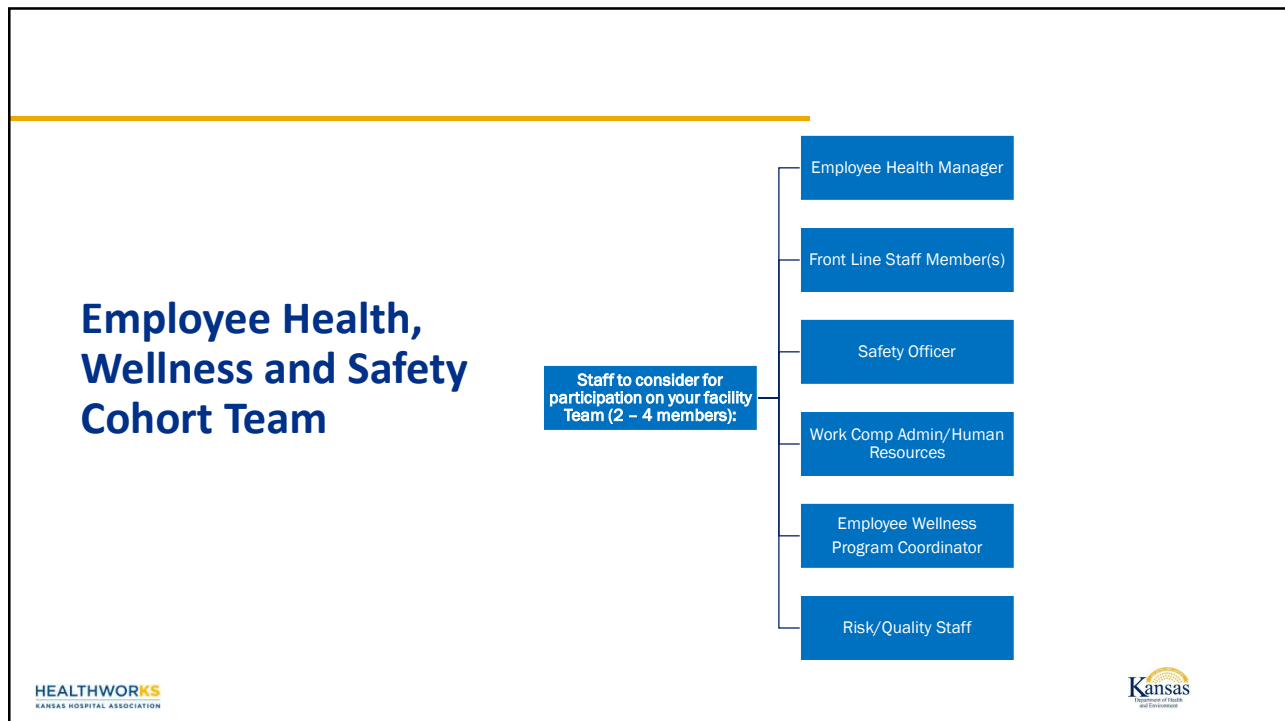
- Jennifer Findley, Executive Director
- Susan Runyan, Consultant
- Susan Pattie, Program Manager Scholarships

### Employee Health, Wellness and Safety Technical Expertise

- Niki Lamb, Caldwell Regional Medical Center, Caldwell
- Teresa Sherrard, William Newton Hospital, Winfield
- Chris Saiya, KHA Workers' Compensation Fund
- Hayley Finch-Genschorck, Kansas Hospital Association



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## Past Cohort Participant Perspective Shawn Liebst, Medicine Lodge

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### How did this project help your hospital?

This project has helped our employees to know the hospital appreciates them. It has helped employees to focus on physical and mental health and has brought us together as a body.

We do something once a month. Sometimes this is themed snacks, sometimes a challenge with prizes. We do announcements each day, have a suggestion box, celebrate birthdays and work anniversaries. Each employee gets a card and small gift on birthday or work anniversary, and they are recognized in the announcements.

A motivational quote is in the announcements each morning also. We do a welcome basket for all new employees. We also make sure that when we do an activity during the day that we also provide the same type of thing for the evening and night shift employees.

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Department of Health  
and Senior Services

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## Here are some of the things we have done so far:

- Birthday gift and free birthday meal
- Water challenge
- Step challenge
- Sleep info and check list challenge
- Love yourself bingo
- We are lucky to have you cards for each employee also wellness gold coins for prizes
- We are lucky to have you rainbow fruit board
- Thirsty Thursdays with fruit infused water or drink mixes and water bottles
- Fall Celebration with apples and dips and hot cider
- Walk around the building on your break challenge
- Halloween treat table
- We are thankful tree and food drive
- Hot chocolate bar
- Make your own treat bag and \$50 beef bundle drawing
- Group read of motivational book
- Eclipse glasses and moon pies
- Ergonomics class
- April showers bring May flowers with cookies that look like flowers and we gave out flower seed packs



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# Interested in the Opportunity?



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## Next Steps

- Participant Agreement signed by CEO/ Administrator and returned by May 1
  - The \$250 participation fee is not due until you have been accepted. You will be invoiced.
- Notification to participants by May 8
  - Taking the first 6 - 9 CAHs
- Week of May 13 - Susan Runyan calls project contacts to answer questions

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## Contact Us

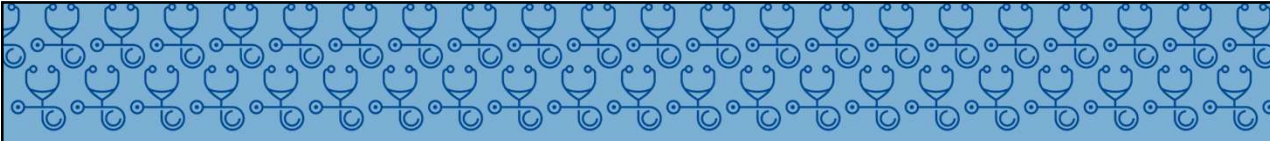
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