

May 13, 2022

HEALTHWORKS
KANSAS HOSPITAL ASSOCIATION



.....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.

Employee Health & Safety

What is Employee Health & Safety?
Is it

- Pre-employment resources?
- COVID-19 information?
- Employee exposure assistance?
- Smoking cessation information?
- Healthy food/nutrition offerings?
- Education on safe bending/lifting practices?
- Annual flu shot clinics?
- Work comp reduction strategies?



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**Employee
Health &
Safety**

All the above.....

HEALTHWORKS

Employee Health & Safety



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Employee Health & 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 & 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 & 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

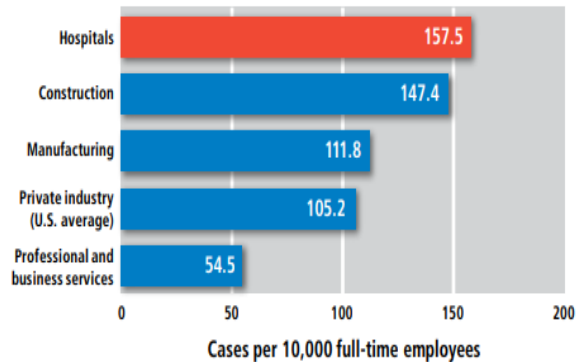
Hospitals are one of the most hazardous places to work.

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

Injuries and Illnesses Resulting in Days Away from Work, 2011



Data source: 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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Breakthrough Innovation

Employee Health & Safety

- 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>

Employee Health & 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

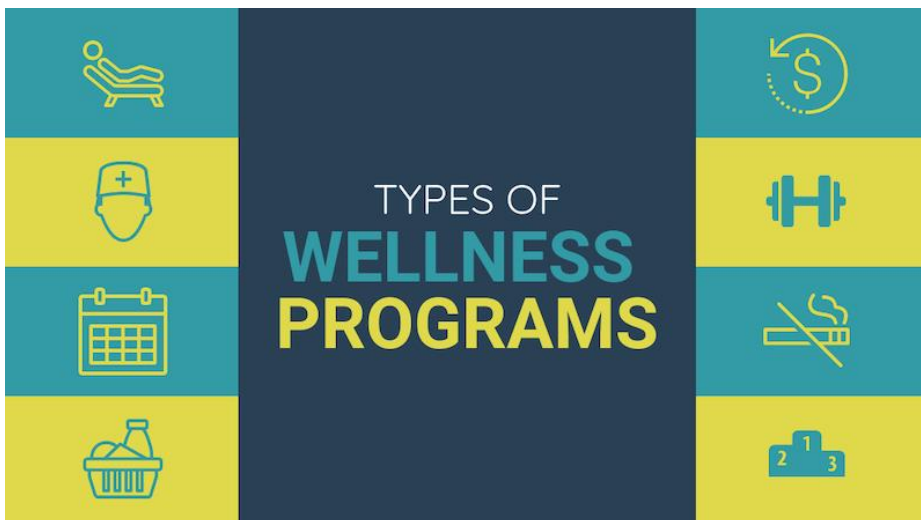


Increases

Workplace Morale
Patient Safety
Overall Productivity

Project Overview

Employee Health & Safety Cohort



What are you committing to?

- Attend and participate in an in-person kick off June 22
- Attend and participate in site visit(s) and coaching zoom(s) working sessions
- 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 virtual wrap up session at the conclusion of the project on September 28

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 and safety program training and resources for strong program development
- Facilitation of peer networking
- Assistance with using employee health and safety tools and techniques for improvement
- Access to employee health and safety program expertise and project management assistance
- A wrap up meeting at the conclusion of the project to celebrate successes and build the plan for sustainability within your organization

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 & 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 & Safety Support

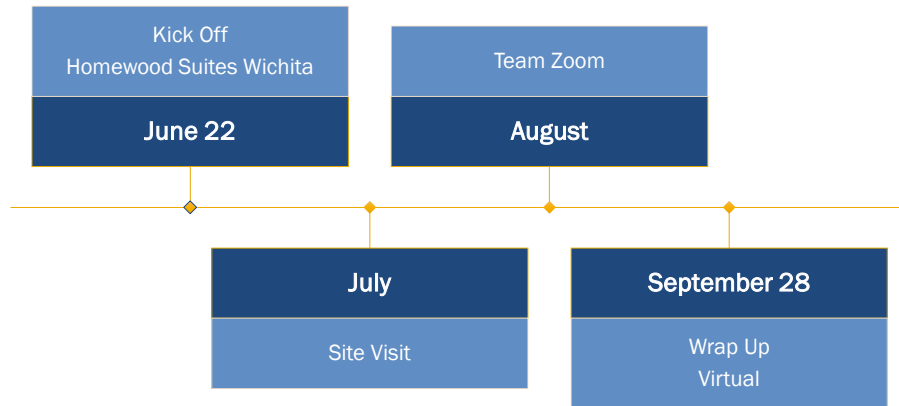
Healthworks

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

Employee Health and Safety Technical Expertise

- Niki Lamb, Sumner County District Hospital #1, Caldwell
- Teresa Sherrard, William Newton Hospital, Winfield
- Chris Saiya, KHA Workers' Compensation Fund
- Hayley Finch-Genschorck, Kansas Hospital Association

Timeline



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Employee Health and Safety Cohort Team

Staff to consider for participation on your facility Team (2 – 4 members):



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Interested in the Opportunity?

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Next Steps

- Participant Agreement signed by CEO/Administrator and returned by May 20
 - The \$250 participation fee is not due until you have been accepted. You will be invoiced.
- Notification to participants by May 25
 - Taking the first 6 - 9 CAHs
- Week of May 30 - Susan Runyan calls project contacts to answer questions

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