WORKPLACE WELLNESS;
The NEW frontier for increasing employee ENGAGEMENT and improving PRODUCTIVITY

Barry Robinson – Human Resource Solutions Ltd – Workplace Wellness Solutions
2019 Business & Workplace Convention | May 9 - 11 | Moon Palace Resort And Spa
It all began in the WORKPLACE
What is Wellness?

Wellness is not the absence of Disease or illness.

Wellness is a conscious approach to living in a way that continuously improves an individual’s health and well-being.
Work life Statistics

We spend 66% (240 Days) of the days in a year at WORK

If we work for 40 years, we would have spent approximately 9,600 days at work
Most of the choices we make each day which affects our health either **POSITIVELY** or **NEGATIVELY** are made **At WORK**
<table>
<thead>
<tr>
<th></th>
<th>Risk Factor</th>
<th>Prevalence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Low intake of Fruits and vegetables</td>
<td>76.6</td>
</tr>
<tr>
<td>2</td>
<td>Overweight – Obesity</td>
<td>63.1</td>
</tr>
<tr>
<td>3</td>
<td>Physical Inactivity</td>
<td>49.0</td>
</tr>
<tr>
<td>4</td>
<td>High Stress</td>
<td>43.0</td>
</tr>
<tr>
<td>5</td>
<td>High Cholesterol</td>
<td>37.5</td>
</tr>
<tr>
<td>6</td>
<td>High Blood Pressure</td>
<td>28.7</td>
</tr>
<tr>
<td>7</td>
<td>Arthritis</td>
<td>26.0</td>
</tr>
<tr>
<td>8</td>
<td>Diabetes</td>
<td>8.3</td>
</tr>
<tr>
<td>9</td>
<td>Depression</td>
<td>6.4</td>
</tr>
<tr>
<td>10</td>
<td>Migraine Headaches</td>
<td>6.0</td>
</tr>
<tr>
<td>11</td>
<td>Alcohol Abuse</td>
<td>5.0</td>
</tr>
</tbody>
</table>

**Source:** Society for Human Resource Management – SHRM
A United Nations report has revealed that the number of Caribbean people with high blood pressure and diabetes is drastically increasing in developed and developing countries.
Chronic Absenteeism
Escalation in HEALTH Insurance premium
Missed deadlines
Extended leave of absence due to chronic ailments – Recovery
Unmet targets
Ineffective service delivery
Accidents on the job (lack of sleep)
Disruption of the work team
Premature death
The loss of productivity due to **PRESENTEEISM** is greater than the loss due to **ABSENTEEISM** is higher than the cost of
The diagram illustrates the breakdown of staff turnover/attrition. It shows:

- **Psychopresenteeism**: Being present but underperforming (58%)
- **Sickness Absence**: (32%)
- **Staff Turnover/Attrition**: (10%)

Source: Management Advisory Service (UK) Ltd
Member of the Wellbeing and Performance Group
Which of the following nutrient has the *highest* calorie per gram

1. Carbohydrates
2. Fats
3. Protein

<p>| | | |</p>
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<tbody>
<tr>
<td>1.</td>
<td>CARBOHYDRATES - <strong>4</strong> CALORIES PER GRAM</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>PROTEIN - <strong>4</strong> CALORIES PER GRAM</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>FAT – <strong>9</strong> CALORIES PER GRAM</td>
<td></td>
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</tbody>
</table>
The Workplace Response

The Activity Approach to WORKPLACE Wellness

Challenge of sustainability Not yet part of the CULTURE

On the Backburner Ownership? Orphan Under Funded Few enthusiasts
HOW DO WE BUILD A SUSTAINABLE CULTURE OF WELLNESS AT THE WORKPLACE
Get the attention of SENIOR leadership

Start with the evidence

- Well Being Survey
- Risk Assessment
- Claims Data Analysis
- Health Assessment
- Health Records
- Biometric Screening
- Productivity Surveys
- Focus Group Feedback
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<th>The organization cares about my well-being</th>
<th>My Supervisor cares about my well-being</th>
<th>I receive information at work which helps me make good health choices</th>
<th>I get the best value from ... (List programme offerings)</th>
</tr>
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<td>I have access to resources to help me address health issues</td>
<td>The wellness programmes meet my needs</td>
<td>Managers behave consistently with the wellness values</td>
<td>There are healthy meal options at work or corporate events</td>
</tr>
</tbody>
</table>
2 Define the End Game

XYZ Organization; a place where our employees thrive and lead healthy, productive work lives

Attract, develop and retain the best talent available, by providing an engaging and healthy work environment

Build a well trained competent, engaged and healthy workforce
Intervention Design and Development

Generational Differences
Different Life Stages
Different Wellness and Health Challenges
Inclusive NOT Exclusive

One SIZE does not fit ALL
WHOLISTIC APPROACH

ENVIRONMENTAL

EMOTIONAL - MENTAL

FINANCIAL

PHYSICAL

NUTRITIONAL
Intervention ideas

- Wellness Educational Seminars
- Nutritional Education
- Ergonomic retooling
- Wellness Coaching
- Wellness Ambassadors
- Financial Counselling
- Retirement Planning
- Budgeting techniques
- Lunch and Learn
- Emotional Management
- Wellness Week
- Smoothie Wednesday
- VEG – OUT Mondays
- Healthy canteen options

- Facilities for Lactating mothers
- Physical Challenges
- Stretching session for manual workers
- Bring your spouse
- Work – Life balance Policies
- No - Cake Coffee Breaks
- Sugar shift challenge
- Climb the stairs campaign
Measure and track **IMPACT** not Activities

Identify and Track KEY Success Measures

- **Change in overall well-being scores**
- **# of persons who have made at least one (1) major lifestyle change**
- **Change in overall health indices**
- **# of persons reporting more positive feelings about their health**
Get **SENIOR** Leaders to set the **EXAMPLE**

Richard Pandohie, CEO of Seprod Limited.
What is the healthiest source of energy for the body

1. Unrefined carbohydrates
2. Refined processed carbs
3. Protein

1. Unrefined carbohydrates
2. Refined processed carbohydrates
3. Animal Protein
What we are learning

Financial reward does not always work
What else we are learning

Greater use of Technology to improve accessibility, teach, monitor and track progress
Increased use of Wellness Coaches to help individuals achieve their personal goals.
This wellness thing is foolishness; after all my great, great granny was healthy until she died at 95 in her sleep.

"HR is too INTRUSIVE; My health is my personal business. Just stay outta mi life"

You cannot WIN over everyone – Keep Going.
What does the initials BMI stand for

1. Best Metabolic Indicator
2. Biometric Metabolic Index
3. Body Mass Index