



Innovative Health
Pathways

Why Employee Wellness Needs to Change?

Presented to: Workplace Safety North Conference

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- Patient Safety Officer
- PROSCI Certificate in Change Management
- LEAN Green Belt Certification
- Mental Health First Aid
- Registered Nurse BScN– Soon to be NP

SO WHAT!!!!

WHAT DO THESE SYMBOLS REPRESENT?



Compressed
Gas



Flammable



Oxidizer



Poisonous



Toxic



Biohazard



Corrosive



Reactive

WHEN THESE
SYMBOLS
LIGHT UP
WHAT ARE
THEY TELLING
YOU?



1



2



3



4



5



6



7



8



9



10



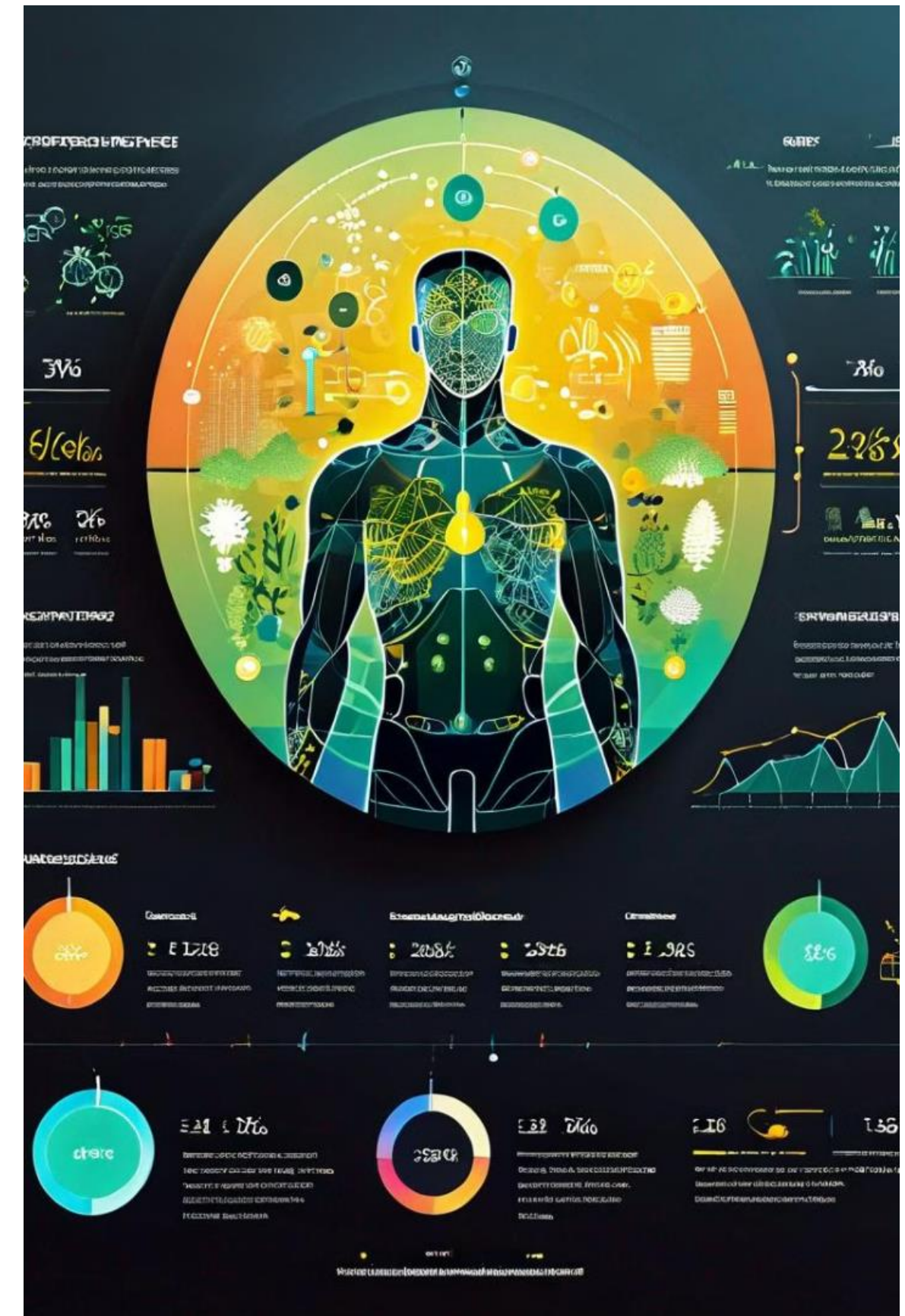
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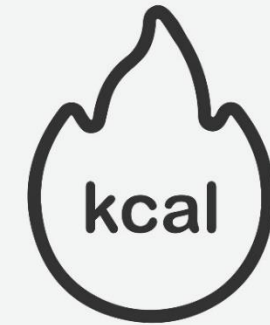
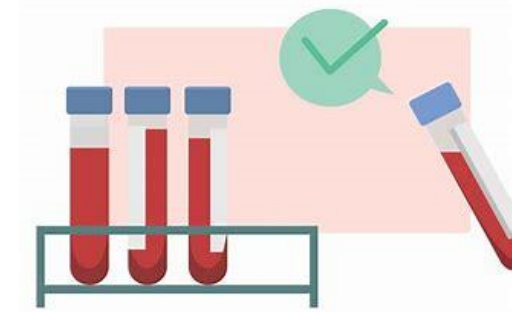
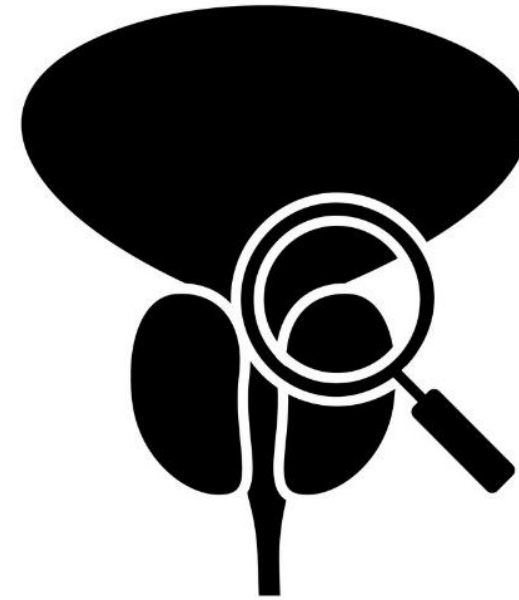
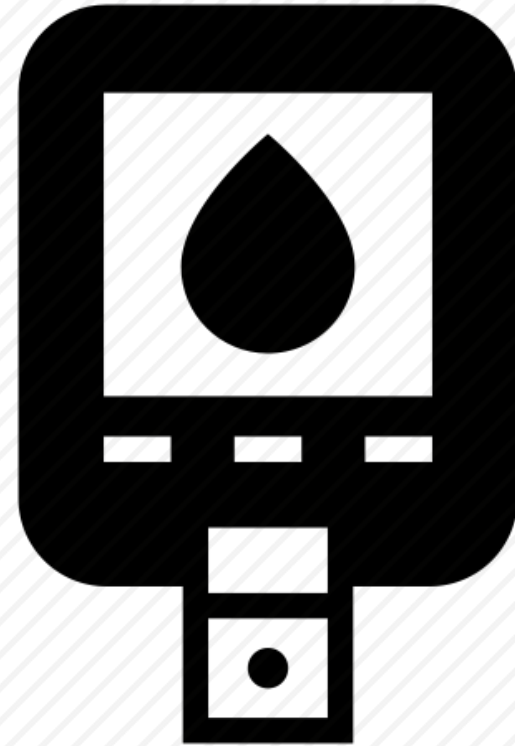
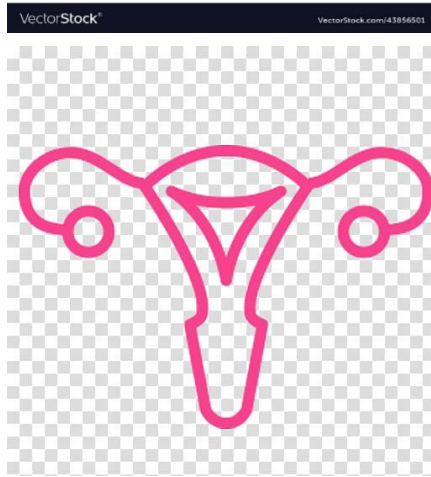
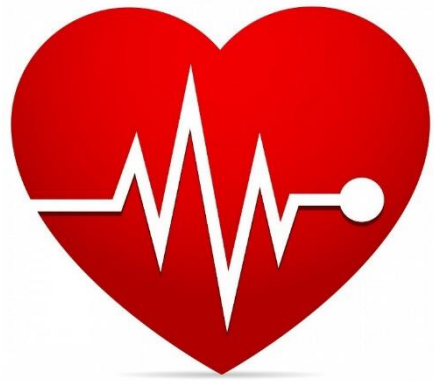


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Imagine if there was a Dashboard for Personal Health

- Wouldn't it be incredible if we had warning signs for our health?
- Like an Asset management system or the learning management system: Where everyone knows what their planned maintenance is required and when to take control of their own health





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QUESTION

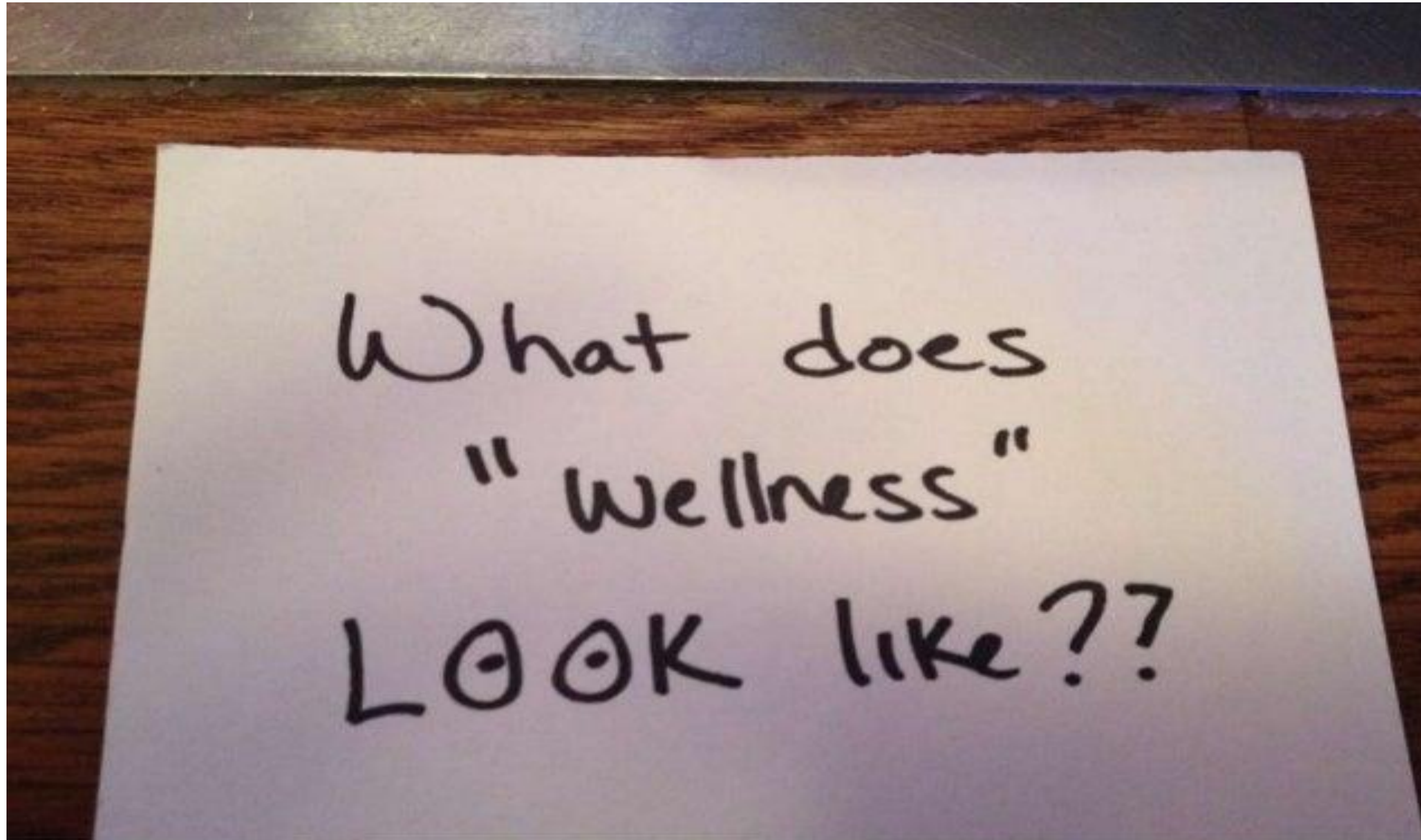
Do you have planned maintenance? (What does good look like?)



WHAT IS THE PROBLEM?

- **We have preventative plans for all areas of operations except for the wellbeing of our employees**

What does Wellness mean to you?



WELLNESS AND HEALTH PROMOTION DEFINED

**Global
Wellness
Institute
says..**

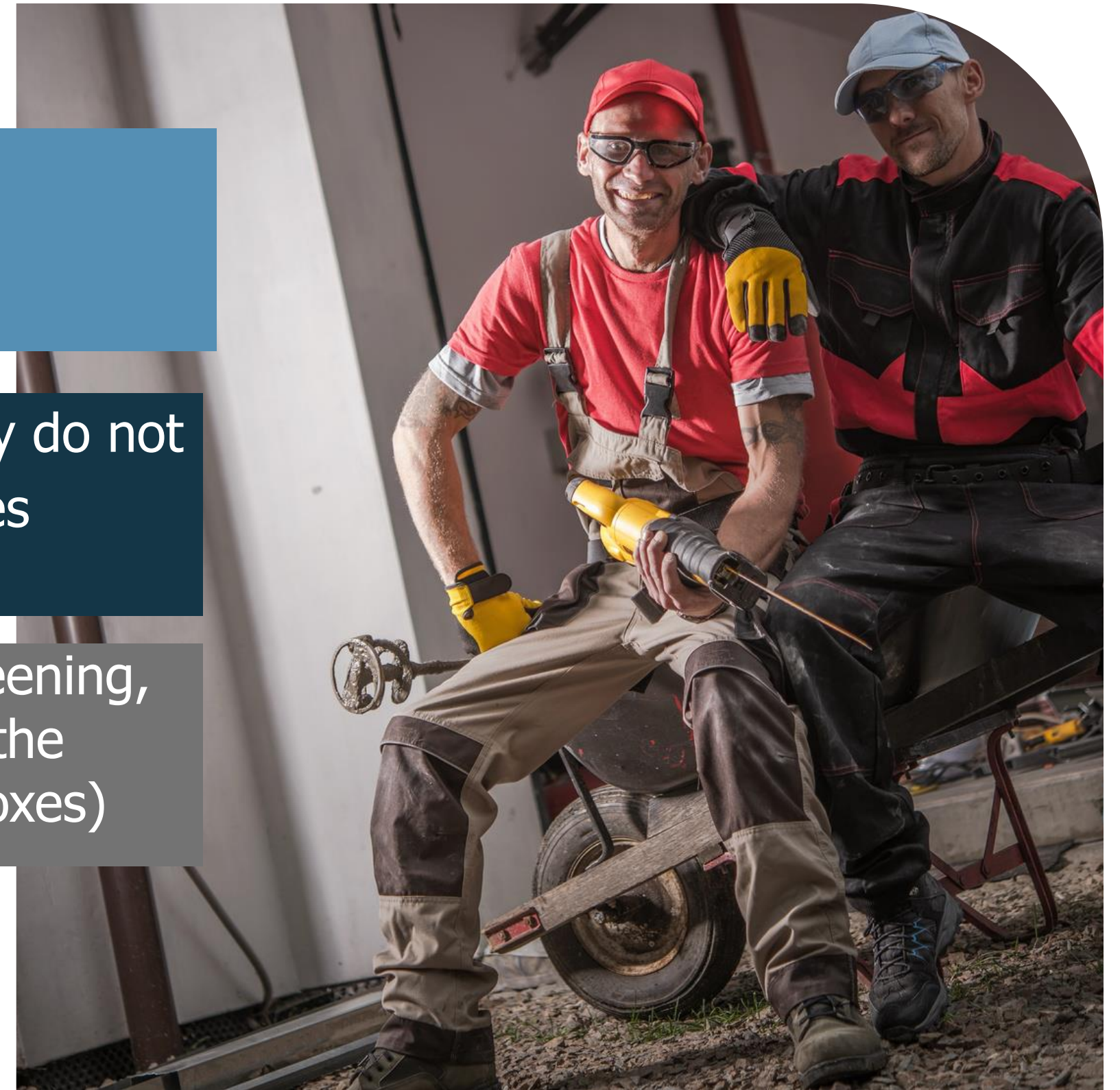
- **Health Promotion is defined as the process of enabling people to increase control over, and improve, their health.**
- **Wellness is defined as the active pursuit of activities, choices, and lifestyles that lead to a state of holistic health**

WHAT CURRENT STATE LOOKS LIKE FOR EMPLOYERS

High turnover rate, poor morale, increased absenteeism, increased drug benefit use.

Organizations lack data to improve traditional KPI's – they do not provide enough granular data to support change initiatives

Many organizations do not complete pre-employment screening, spend money on initiatives that will not necessarily solve the problem, but feel they need to do something (checking boxes)




Lessons learned and the need for change

- When I was in a leadership role in industry I was impacted by an employee and compelled to help.....remember nursing is a vocation for me.
- Knowing that I'm a nurse, this individual came to trust me to share his story, they relied on the traditional health care system, saw psychiatrist, was on medications, no other help, failed system, still symptomatic. My focus as a leader in the organization was to be empathetic and to keep him and when it came to keeping atraes person safe on the job, he didn't know what to do, put him on a leave, I'll help navigate through the system, he so NO – this is my safe place, work is my safe place,- cara will keep you here, but might require different work responsibilities
- It was the check ins cara provided as a nurse that was able to identify his issues
- Cara left the organization, made sure employee stayed protective, made sure plan was continues, that supervisor left, and the employee committed suicide
- Lack of communication within the organization and between stakeholders
- Yes people want privacy, they want help more – they want both

Did mental health first aid training save this guy? No.

Value executives: cadallac benefits, to keep that person at work, because hey are considered valuable



An African elephant stands on a dirt path in a savanna setting. To its right is a large, circular, light-colored stone. The stone has a proverb engraved on it. The background shows sparse green bushes and a clear blue sky.

You eat the
elephant
one bite at
a time!

teaching
what is
good

Traditional	Enhancing Traditional
Disability Case management (occ/non-occ)	Wellness case management
EAP – less than 10% utilization and a low satisfaction rate	
Injury Management Programs	Opportunity to learn more about employees safety behaviours and other underlying causes of the injury
Physical demands analysis testing	Viewing multiple times over an employees career
Rehabilitation Services	Prehab for high risk repetitive work that influence quality of life in the future
Discounted Memberships Gym Weight loss programs Wellness and Culture Surveys	Wellness Spending accounts
Benefit Plans	

WHAT ELSE CAN WE DO FOR OUR EMPLOYEES?

The Business of Healthy Employees

Modern life is depleting employees. They're overwhelmed and disengaged. The good news? To recharge workforces, employers are supporting a holistic approach to employee well-being — and businesses are reaping the benefits.

— THE WAVE OF THE FUTURE —

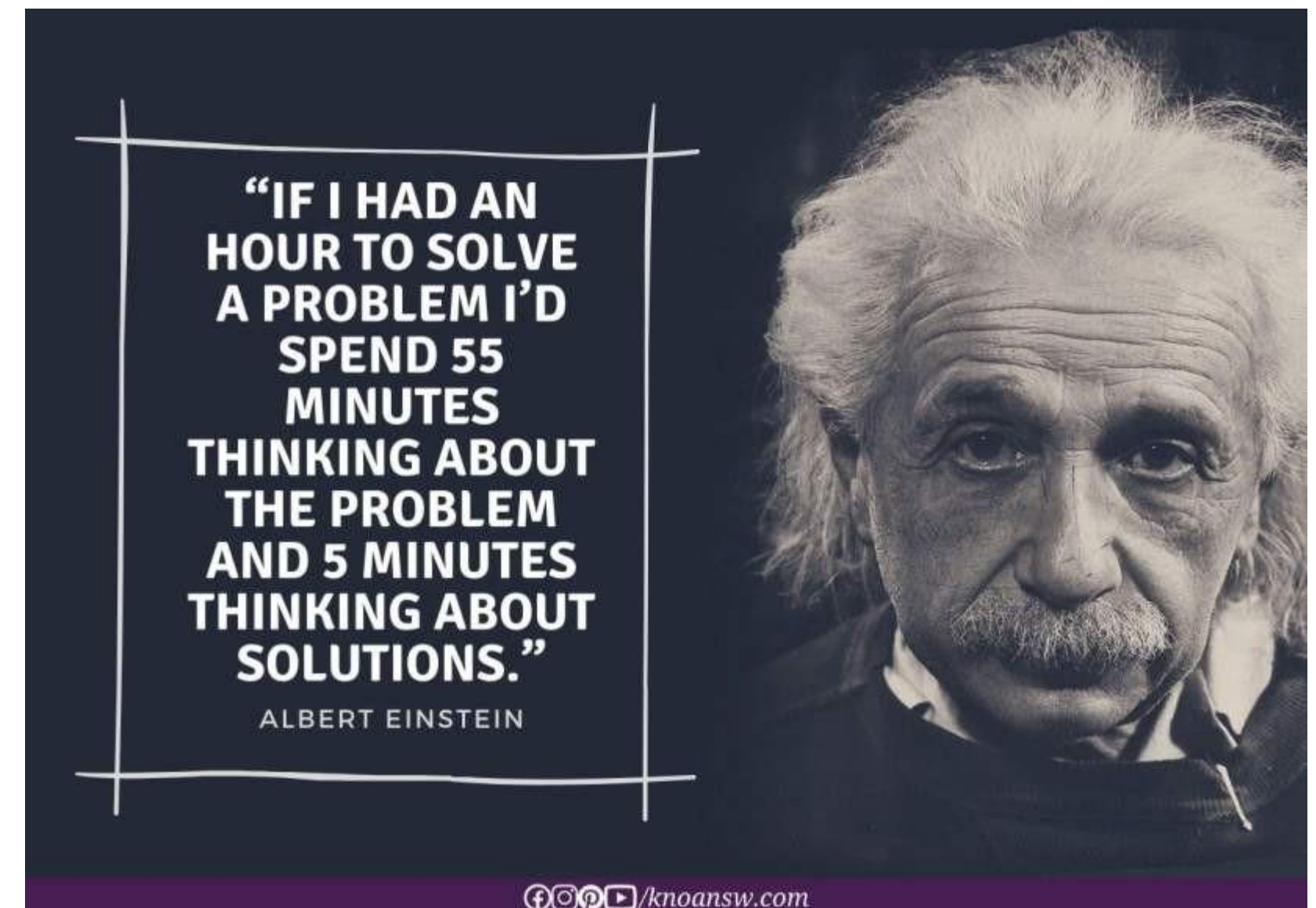
HOW WOULD YOU TREAT YOUR NUMBER ONE ASSET

The McDavid Injury:



Lessons learned and the need for change

- Problem: Mental Health is a Growing concern
- Solution: Mental Health First Aid Training for 500 employees
- Cost: 485,000.00
- Goal Achieved: Did the mental health concerns in the organization improve?
- When we do not use problem solving thinking to solve problems, we continue to spend time, money and energy.



SO WHAT.....LETS TIE IT ALL TOGETHER

- focusing on addressing fundamental elements that influence well-being.
- Annual screening.
- No underground miner gets performance appraisal, there is no opportunity to identify gaps in employee wellness until something bad happens – we get no warning signs. Unlike the warning signs in your vehicle
- Who recognizes this sign?
- Incorporating readiness assessments and check ins to foster supportive relationships to make strides towards behaviour change

$$\mu_x = \sum x \cdot p(x)$$


The mean equals the sum of all the values of x times their probabilities.



BRIDGING WELLNESS

HOW IHP HELPS ORGANIZATIONS DO THE HOW



Our screening program brings executive-level attention to all employee, that goes beyond traditional health care

Data that drives improvement to prevent mental health, addiction, physical health and financial health and culture issues in the workplace

Screening paired with readiness assessments to develop individualized wellness plans for employee. Plans are developed confidentially, and all personal information is stored securely.

TO CONCLUDE

Incorporating wellness maximizes the health of your employees.

Wellness strategies have proven to improve holistic health and wellbeing. Optimizing wellness will improve your organizations bottom line of the organization and overall health of employees

Benefits for the Employee	Benefits for the employer
Improve overall experience	Improved culture and moral
Improved health literacy	Better data to improve KPI's
Healthcare Navigation	Reduced turnover
Health screening awareness	Reduced Absenteeism
More support based on the needs of the individual/workforce	Increased production
Individualized Care	Reduced short-term/long-term leaves

When 'i' is
replaced By 'we'

Even
'illness'
Becomes
'Wellness'



Innovative Health Pathways