

Health and Wellness 101 for Employees

LENGTH: 9 MINUTES

Production Year: 2024

PROGRAM SYNOPSIS:

There's a lot to be said about living a healthy lifestyle. There are a number of benefits of feeling happy and healthy, both at home and at work. Your employer may have a health and wellness program that encourages you to engage in activities that promote healthy living. And, even if your company doesn't have a formal program in place, there are a number of things you can do yourself to improve your overall health and wellness. In this program, we'll talk about some of the ways your employer aims to protect your health on the job and also discuss those things each of us can do on our own to promote a healthy lifestyle.

PROGRAM OBJECTIVES:

After watching the program, the participant should be able to explain the following:

- Various health hazards that can be found at work;
- Ways to improve your health;
- What to do when sickness occurs;
- Employee Wellness Programs.

PROGRAM OUTLINE:

INTRODUCTION

- There's a lot to be said about living a healthy lifestyle. There are a number of benefits of feeling happy and healthy, both at home and at work.
- Your employer may have a health and wellness program that encourages you to engage in activities that promote healthy living.
- And, even if your company doesn't have a formal program in place, there are a number of things you can do yourself to improve your overall health and wellness.
- As you may already know, your employer is responsible for providing you with a workplace that is free from recognized hazards that may cause death or serious physical harm.
- The duty to provide such a workplace complies with the Occupational Safety and Health Administration's rules and regulations about workplace safety.
- But what about your overall health and wellness? In this program, we'll talk about some of the ways your employer aims to protect your health on the job and also discuss those things each of us can do on our own to promote a healthy lifestyle.

HEALTH HAZARDS AT WORK

- The topic of workplace safety primarily focuses on identifying hazards and preventing injuries.
- When most people think of the term "safety," they tend to think of programs and policies that are intended to protect workers from physical pain or acute, immediate hazards.
- But many workplaces also have health hazards that need to be addressed.
- One example of a workplace health hazard has to do with your respiratory system.
- Depending on which industry you work in and the nature of your job, you may be exposed to hazards that can have short-term or long-term effects on your lungs and respiratory system.
- In order to prevent respiratory health issues, your employer will provide you with personal protective equipment, or PPE, such as respirators.
- It's your responsibility to wear the respirator if and when instructed to do so.
- Another workplace health hazard is noise. Noise exposure can result in hearing loss, tinnitus (or ringing in the ears), and headaches. Typically, the effects of noise exposure develop over time.
- If you work in a noisy environment, then your employer is responsible for providing training, PPE such as ear plugs or earmuffs, and in some cases, annual hearing exams.
- Again, it's your responsibility as the employee to wear the PPE that is given to you.

- Other workplace health hazards that your employer will actively try to mitigate include back injuries and other musculoskeletal disorders, bloodborne pathogens that can be transmitted from person to person, heat-related illnesses, and health hazards associated with extremely cold weather.
- Your employer will provide you with additional training on each of the health hazards that are relevant to your workplace.
- Another way that your employer will aim to protect your health is by providing first aid kits throughout your facility.
- Make sure you understand how to summon help in the event of an injury or medical emergency.
- Some workplaces will even have an internal response team that is trained to provide first aid until emergency responders arrive.
- In addition, you will receive training on all aspects of your company's written Emergency Action Plan including how to respond to fire or severe weather emergencies.

IMPROVING OUR HEALTH

- Next, let's learn what each of us can do to improve our own health, both at home and at work.
- A few ways that you can improve your own health are by eating right, exercising, reducing stress, and avoiding drugs and alcohol.
- Nutrition plays a major role in your overall health.
- The way you look and feel is largely attributed to the food that you put into your body. Try to maintain healthy eating habits both at work and at home.
- Exercise is another important factor that can positively impact a person's health. Participating in a consistent exercise routine can boost your energy, help control your weight, and lower your risk of heart disease and other ailments.
- Another way to improve your health is to reduce your stress. And it's not just work-related stress we are concerned about. Stress from home and in our personal lives can impact our work life, and vice versa.
- Too much stress can make it hard for you to relax, focus, or think clearly. It can even lead to physical problems such as high blood pressure and ulcers.
- A few ways you can learn to manage your stress are by breathing deeply, meditating, exercising, finding time for your hobbies, surrounding yourself with supportive friends and family, and – if necessary, seeking professional help.
- If you are concerned about workplace stress, talk to your supervisor, and work together to find solutions that help.
- Setting more specific goals, organizing task lists, increasing the frequency of feedback, and improving time management skills are just a few ideas that may help.
- And finally, recognize that drugs and alcohol can have serious, negative impacts on your health. In addition, the excessive use of drugs and alcohol can also affect your relationships, both at home and at work. People who may be addicted to drugs or alcohol can struggle to control their usage and often need to seek professional help.
- Many employers have programs in place to assist employees in finding the help they need. They're known as Employee Assistance Programs, or EAPs. These programs can be a valuable resource for employees.

SICKNESS

- Of course, even if you are in good health, sickness can happen.
- Whether it's a common cold, the flu, or something worse, it's important to take care of yourself and focus on recovering when illness does strike.
- The first thing you should do is to stay home. Don't go to work if you are sick. Staying home is the responsible thing to do in order to avoid spreading the illness to others.
- You probably don't appreciate it when your co-workers come into work sick, and they don't appreciate it when you come in sick either. Just stay home.
- And of course, you should seek medical attention as necessary. Get plenty of rest and fluids and follow your doctor's orders.
- The spread of contagious illness can be prevented by frequent handwashing and avoiding touching your face, especially after touching frequently used items such as door handles, phones, or shared tools.
- Cleaning and sanitizing frequently-used objects is also a good idea.

EMPLOYEE WELLNESS PROGRAMS

- The final topic that we're going to cover is Employee Wellness programs in the workplace.

- An employee wellness program is a program that helps workers stay healthy and/or improve their health. Companies offer these types of programs because they understand that having happier, healthier employees benefits their company.
- Not all workplaces will offer an Employee Wellness program. If your company does offer one, then you should take advantage of it and participate in the program.
- Examples of what might be included in an employee health and wellness program include free health assessment surveys, discounted gym memberships, access to free resources such as virtual or mobile doctor appointments, confidential hotlines, and more.

CONCLUSION

- So, there you have it: Health and Wellness 101. Use the information contained in this program to protect and improve your overall health and wellbeing.
- Doing so will have a positive impact on both your work life and your personal life.

HEALTH AND WELLNESS 101 FOR EMPLOYEES

ANSWERS TO THE REVIEW QUIZ

1. a

2. b

3. a

4. a

5. b

6. a

7. a

HEALTH AND WELLNESS 101 FOR EMPLOYEES

REVIEW QUIZ

Name _____ Date _____

The following questions are provided to determine how well you understand the information presented in this program.

1. Even if your company doesn't have a formal program in place, there are a number of things you can do yourself to improve your overall health and wellness.
 - a. True
 - b. False

2. If your job has respiratory hazards, you will need to wear a respirator, but only if it feels comfortable.
 - a. True
 - b. False

3. Your employer will provide you with additional training on each of the health hazards that are relevant to your workplace.
 - a. True
 - b. False

4. A few ways that you can improve your own health are by eating right, exercising, reducing stress, and avoiding drugs and alcohol.
 - a. True
 - b. False

5. Excessive use of drugs and alcohol has no effect on your relationships, neither at home nor at work.
 - a. True
 - b. False

6. Cleaning and sanitizing frequently-used objects can help limit the spread of contagious illnesses.
 - a. True
 - b. False

7. Examples of what might be included in an employee health and wellness program include discounted gym memberships and access to resources such as virtual or mobile doctor appointments.
 - a. True
 - b. False