

Safety Best Practices: Applying *Total Worker Health*[®] Principles

Presented by: Shanna Dunbar BSN, RN COHN-S
President, Workplace Health Inc.





Health Safety Environmental
Professionals Who are we?

We are Problem Solvers

- PREVENT
- PROMOTE
- PROTECT



Public Health
Prevent. Promote. Protect.



What we
will cover
today....

Define *Total Worker Health*[®] & EE Pop Health

Explain *Total Worker Health*[®] Impact from data

Analyze history of
workplace health promo

AND...

List at least 4 workplace solutions that promote total workplace health, improve workplace productivity, and minimize medical spend.

Conflict of Interest



I hereby certify that, to the best of my knowledge, no aspect of my current personal or professional situation might reasonably be expected to affect significantly my views on the subject on which I am presenting.

Just for you!



- Email me at Shanna@workplacehealthinc.com
- Put **TWH TOOLKIT** in the subject line
- Includes:
 - The most important parts of Total Workplace Health you need to know
 - List of topics that represent ***Total Worker Health***[®] focus
 - Detailed notes from this presentation
 - 1 – 1 mentoring call with me to gain insights about your TWH issues



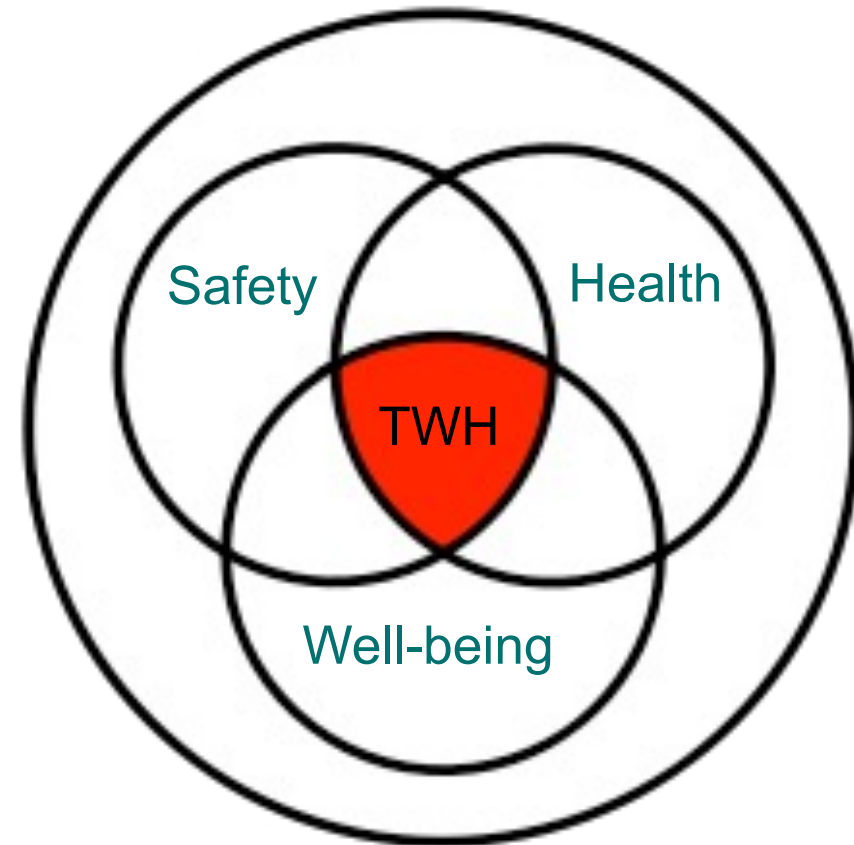
Current trends in Employee Population Health Management: ***Total Worker Health[®]***



Shanna S. Dunbar
[BSN RN COHN-S]

Certified Occupational
Health Nurse

Total Worker Health[®] Strategist





Total Worker Health[®] is a strategy integrating occupational safety and health protection with health promotion to prevent worker injury and illness and to advance health and well-being.



What's so great about us?

- Public Health Nurses
- Working Population
- Impact on Employee Health and Productivity
- Total Worker Health

NIOSH and TWH*

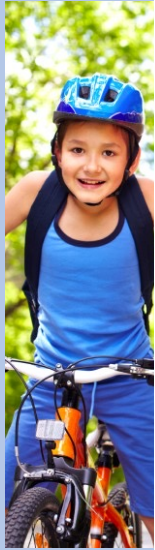






LAWN DARTS





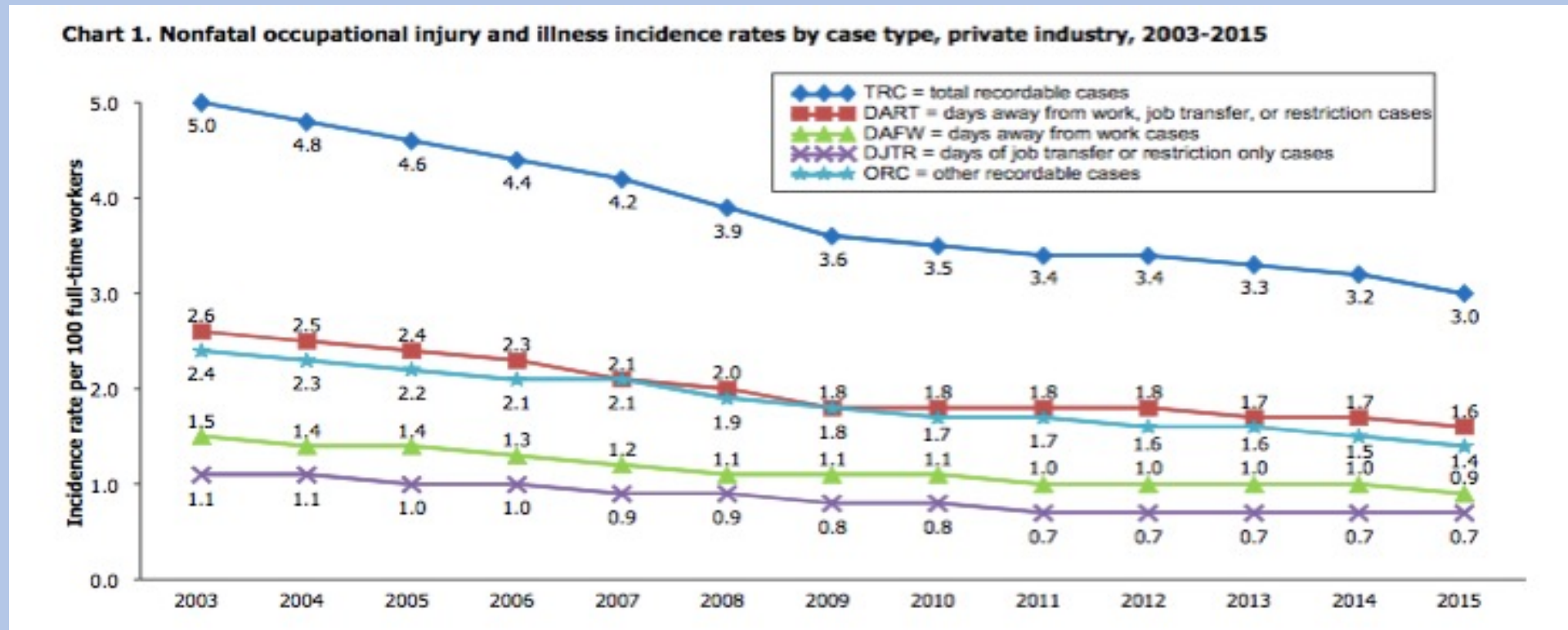
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Improving Employee Health

LAWN DART SET 7 PIECE SET
CARRY BAG INCLUDED



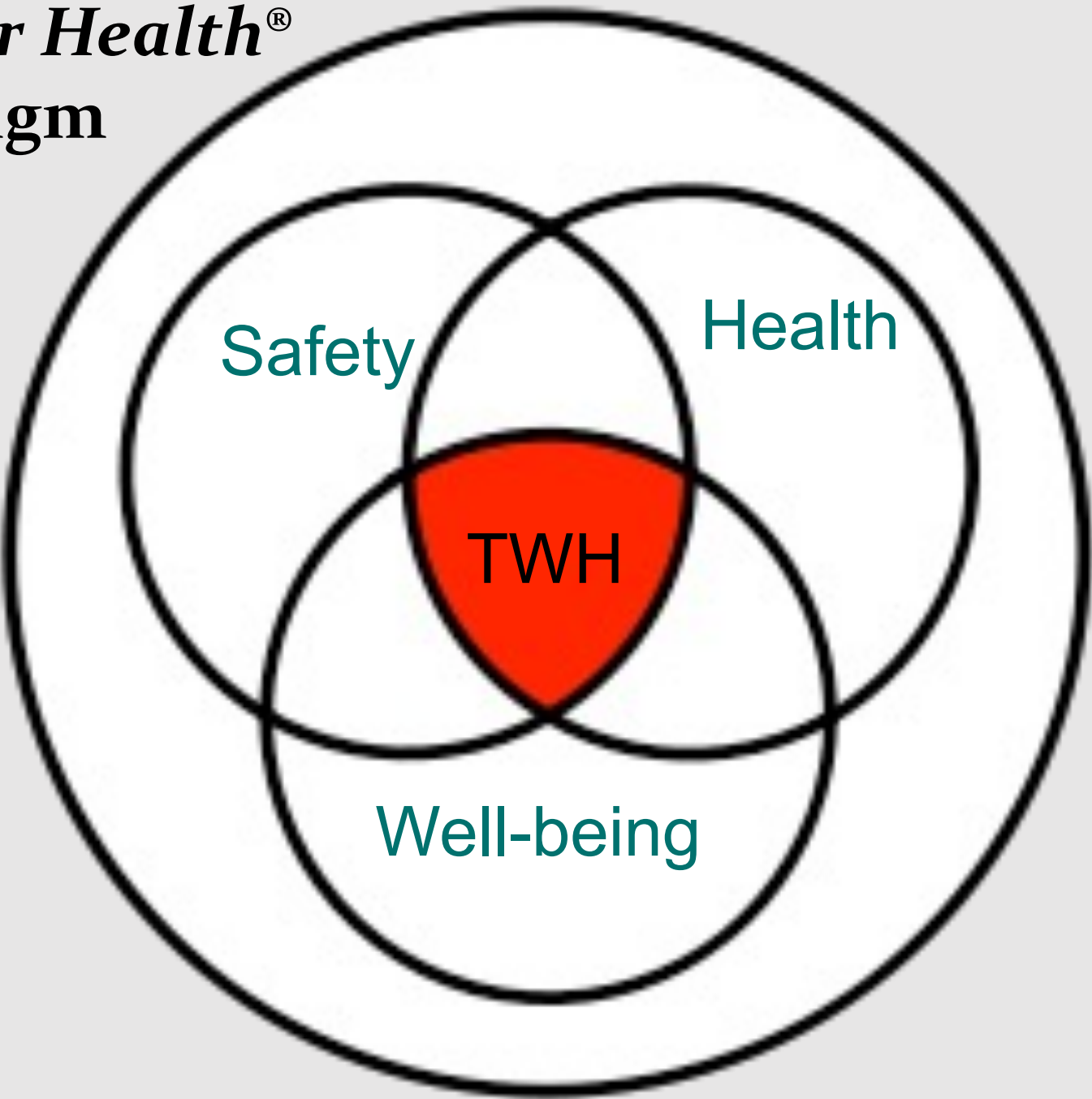
Going rock climbing? Apple's emoji now comes with safety helmets. APPLE

Occupational Safety Stats



**MAKE the
Safe
Choice the
Easy
Choice**

Total Worker Health[®] Paradigm



Traditional
OHS

Wellness



Benefits of a Healthy Workforce

- Increased morale 71%
- Reduced absenteeism 52%
- Reduced on-the-job injuries 48%
- Reduced workers' comp costs 44%
- Reduced disability management costs 27%
- Increased production 28%

*Human Resource Executives Magazine

Work and Well-Being are **Intertwined**

3,000,000

U.S. workers who reported nonfatal workplace **injuries and illnesses** in 2019 (BLS)



50%

Over half of Americans had **at least 1 chronic disease condition** in 2020 (BLS)

Poor Worker Well-being Is **Costly**

Direct Costs

- Medical claims
- Workers comp claims
- Lost wages claims

Indirect Costs

- Lost productivity
- Hiring/training replacements
- Presenteeism
- Absenteeism



Extended recovery/disability with Co-morbidities

- Ankle Sprain = 4 to 6 weeks
- Ankle Sprain + Obesity = up to 26 weeks
- Laceration = 1 day to 4 weeks
- Laceration + Diabetes = 4 to 12 weeks

Well-being Linked with Health and Productivity

Employees who are in good physical, mental, and emotional health are more likely to deliver optimal performance in the workplace than employees who are not.^{i,ii}

Healthy and happy employees have a better quality of life, a lower risk of disease and injury, increased work productivity, and a greater likelihood of contributing to their communities than employees with poorer well-being.ⁱⁱⁱ

i Harvard Business Review Analytic Services. The impact of employee engagement on performance. 2013.

ii Institute for Health and Productivity Studies, Johns Hopkins Bloomberg School of Public Health. From evidence to practice: workplace wellness that works. 2015..

iii Hamar B, Coberley C, Pope JE, Rula EY. Well-being improvement in a midsize employer: changes in well-being, productivity, health risk, and perceived employer support after implementation of a well-being improvement strategy. *J Occup Environ Med.* 2015;57(4):367-373. doi:10.1097/JOM. 0433



What is Health?

Health = The state of being free from illness or injury

Well-being = the state of being comfortable, healthy, or happy

Wellness = the state of being in good health, especially as an actively pursued goal.

“Health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity.” (WHO, 1948)

Physical health

A person who has good physical health is likely to have bodily functions and processes working at their peak.





Functionally Fit

Functional fitness training is **physical training that's structured to match the requirements of your everyday tasks.**



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Be kind to your
80 year old self



1 Jumping jacks

H.I.I.T.



4 Wall sit

Savvy employers use Movement Screen as Wellness offering

WorkAbility Movement Screen

Workers schedule a 30-minute appointment that is administered in a private room to minimize workplace disruptions. This may be conducted in person or virtually to respect social distancing.

- ✓ Active Movement Scale (AMS) measures performance of 14 movements such as reaching, standing on one leg, bending, kneeling, and squatting to assess flexibility, balance, and motor coordination.
- ✓ This is followed by an interactive discussion of recent physical activities and barriers to physical fitness.
- ✓ Participants receive immediate feedback with an individual fitness report of objective findings and follow-up recommendations to promote healthy physical activity and reduce musculoskeletal risks.
- ✓ Sponsoring employers receive a participant list and de-identified group report to evaluate workforce fitness needs, and support HIPAA employer incentives for wellness programs.



- ✓ **15 minutes**
- ✓ **14 movements**
- ✓ **Personal Review/immediate feedback**
- ✓ **‘Coach’ toward better fitness**



**Offered in conjunction with WorkAbility Network*

Mental health

A person's emotional, social, and psychological well-being

Good mental health is not only categorized by the absence of [depression](#), [anxiety](#), or another disorder.

It also depends on a person's ability to:

- enjoy life
- bounce back after difficult experiences and adapt to adversity
- balance different elements of life, such as family and finances
- feel safe and secure
- achieve their full potential

Spiritual health

A person who feels a sense of **calm and purpose** that fuels good mental health.

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What can we do?

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The image shows four large, cylindrical metal grain silos standing in a row in a grassy field. Each silo has a conical roof and is connected to a horizontal metal structure at the top. The silos are arranged from left to right. The text labels are placed vertically on the silos: 'SAFETY' on the first, 'OCC HEALTH' on the second, 'BENEFITS' on the third, and 'RISK MANAGE-MENT' on the fourth. The background features a clear blue sky and distant hills.

SAFETY

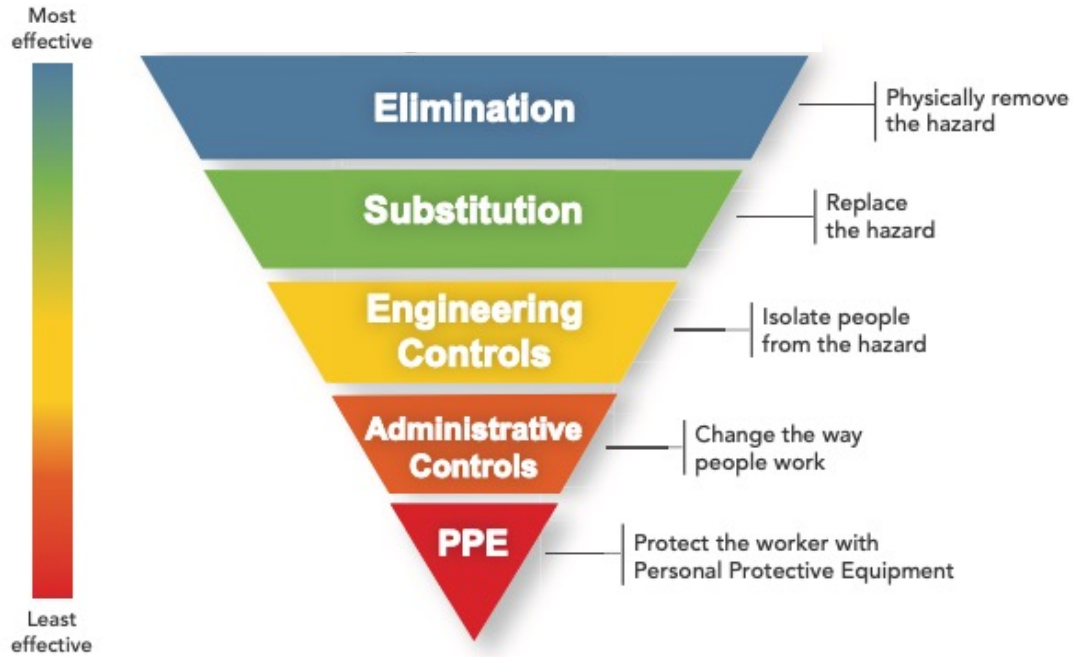
**OCC
HEALTH**

BENEFITS

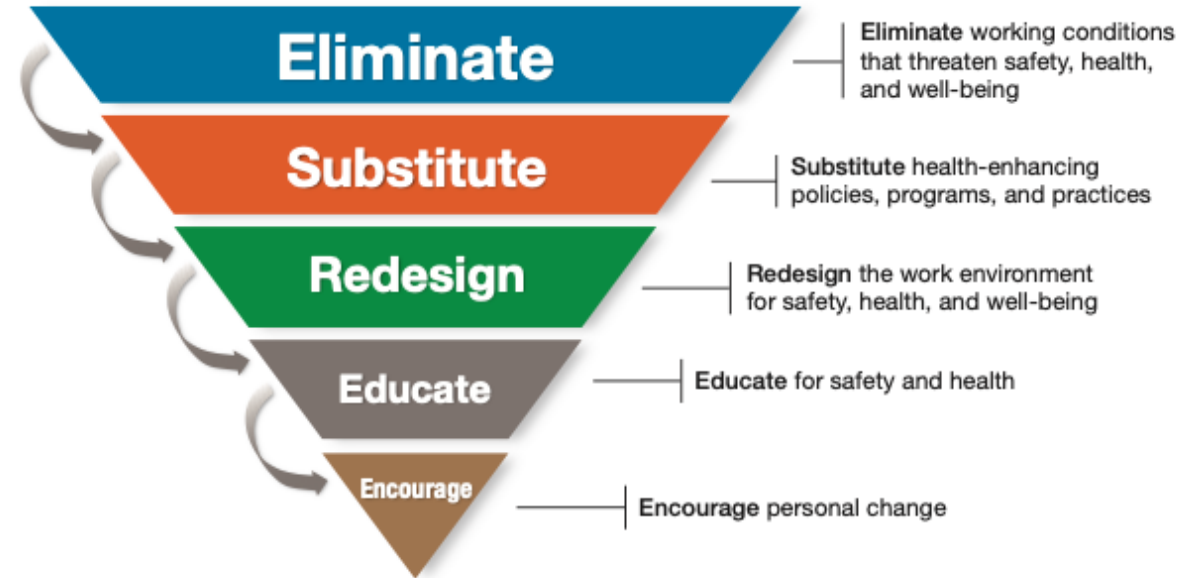
**RISK
MANAGE-
MENT**

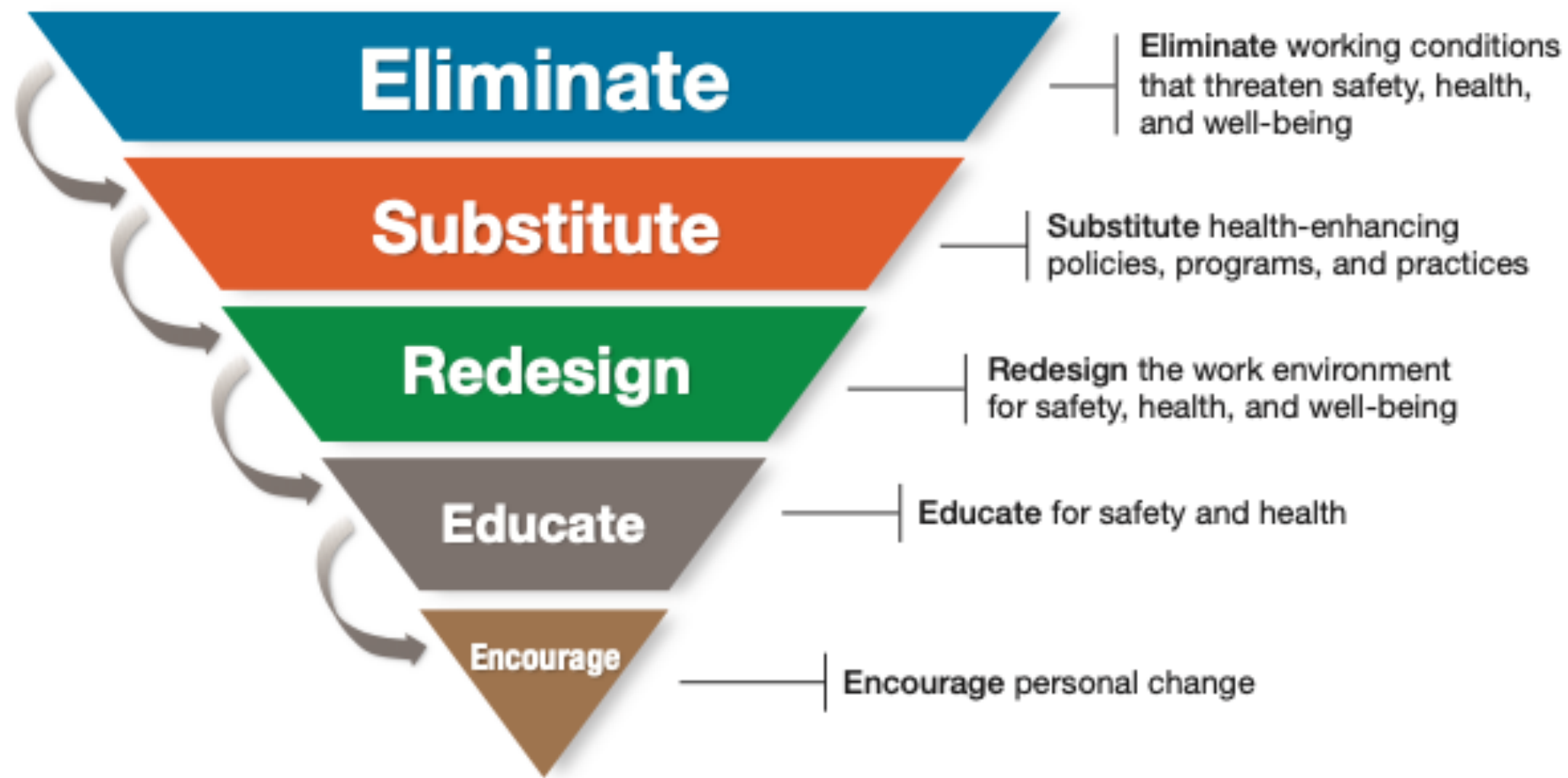
Hierarchy of Controls

Traditional Safety



Using TWH®





Defining Elements of TWH

Leadership

1

Demonstrate leadership commitment to worker safety and health at all levels of the organization.

Health & Safety in your mission statement?

Work Design

2

Design work to eliminate or reduce safety and health hazards and promote worker well-being.

Health & Safety in your work design?

Engagement

3

Promote and support worker engagement throughout program design and implementation.

How are workers a part of Health & Safety?

Confidentiality

4

Ensure confidentiality and privacy of workers. Data sources that require confidentiality considerations and/or protections

How do you ensure employee confidentiality?

Systems

5

Integrate relevant systems to advance worker well-being.

What are your policies and procedures around Health & Safety?



Where do we
begin?

DATA



SORTED



ARRANGED



PRESENTED
VISUALLY



EXPLAINED
WITH A STORY



DATA tells a story

Issues Relevant to Advancing Worker Well-being Through Total Worker Health®

Control of Hazards and Exposures

- Chemicals
- Physical Agents
- Biological Agents
- Psychosocial Factors
- Human Factors
- Risk Assessment and Risk Management

Organization of Work

- Fatigue and Stress Prevention
- Work Intensification Prevention
- Safe Staffing
- Overtime Management
- Healthier Shift Work
- Reduction of Risks from Long Work Hours
- Flexible Work Arrangements
- Adequate Meal and Rest Breaks

Built Environment Supports

- Healthy Air Quality
- Access to Healthy, Affordable Food Options
- Safe and Clean Restroom Facilities
- Safe, Clean and Equipped Eating Facilities
- Safe Access to the Workplace
- Environments Designed to Accommodate Worker Diversity

Leadership

- Shared Commitment to Safety, Health, and Well-Being
- Supportive Managers, Supervisors, and Executives
- Responsible Business Decision-Making
- Meaningful Work and Engagement
- Worker Recognition and Respect

Compensation and Benefits

- Adequate Wages and Prevention of Wage Theft
- Equitable Performance Appraisals and Promotion
- Work-Life Programs
- Paid Time Off (Sick, Vacation, Caregiving)
- Disability Insurance (Short- & Long-Term)
- Workers' Compensation Benefits
- Affordable, Comprehensive Healthcare and Life Insurance
- Prevention of Cost Shifting between Payers (Workers' Compensation, Health Insurance)
- Retirement Planning and Benefits
- Chronic Disease Prevention and Disease Management
- Access to Confidential, Quality Healthcare Services
- Career and Skills Development

Community Supports

- Healthy Community Design
- Safe, Healthy and Affordable Housing Options
- Safe and Clean Environment (Air and Water Quality, Noise Levels, Tobacco-Free Policies)
- Access to Safe Green Spaces and Non-Motorized Pathways
- Access to Affordable, Quality Healthcare and Well-Being Resources

Changing Workforce Demographics

- Multigenerational and Diverse Workforce
- Aging Workforce and Older Workers
- Vulnerable Worker Populations
- Workers with Disabilities
- Occupational Health Disparities
- Increasing Number of Small Employers
- Global and Multinational Workforce

Policy Issues

- Health Information Privacy
- Reasonable Accommodations
- Return-to-Work
- Equal Employment Opportunity
- Family and Medical Leave
- Elimination of Bullying, Violence, Harassment, and Discrimination
- Prevention of Stressful Job Monitoring Practices
- Worker-Centered Organizational Policies
- Promoting Productive Aging

New Employment Patterns

- Contracting and Subcontracting
- Precarious and Contingent Employment
- Multi-Employer Worksites
- Organizational Restructuring, Downsizing and Mergers
- Financial and Job Security

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Worksheet 1: Self-Assessment of Defining Elements of Total Worker Health

HOW TO USE: Consider printing out this sheet and completing as you think about your current workplace initiatives relative to the Defining Elements of *Total Worker Health* outlined on pages 7–18. If you need more space, continue writing on your own paper.

- In the “Where we are now” column, summarize your current practices relative to a Defining Element of TWH.
- In the “Where we want to be” column, consider how your existing programs, policies, and practices could be adjusted or expanded to more effectively address Total Worker Health in your organization.

Defining element of TWH	Where we are now/What we do well	Where we want to be/ What must be improved
Demonstrate leadership commitment to worker safety and health at all levels of the organization		
Design work to eliminate or reduce safety and health hazards and promote worker well-being		
Promote and support worker engagement throughout program design and implementation		
Ensure confidentiality and privacy of workers		
Integrate relevant systems to advance worker well-being		

Worksheet 2: Action Plan

HOW TO USE: Consider printing out this sheet and completing after Worksheet 1. For each Defining Element of TWH of interest to your organization, use the content in the “Where we want to be” column on Worksheet 1 to help populate “Needs identified.” For each need identified, continue working from left to right, answering the questions in each column as you go. If you need more space, continue writing on your own paper.

Defining element of TWH	Needs identified	Who should we include?	What obstacles might we encounter?	What are some solutions to those obstacles? What resources outside the workplace could we pull in to help?	What steps must we take to make this happen?

What data is going to build
your house??





Protect
Workers

Demonstrate
Leadership
Commitment

Design Work
to Eliminate
Hazards

Engage
Workers

Ensure
Confidentiality

Integrate
Systems

Roadmap to success for *Total Worker Health*®

1) TWH Assessment

- Policies and programs
- Data (WC OSHA HC)
- Environment (safe and health promoting?)

2) Identify Gaps

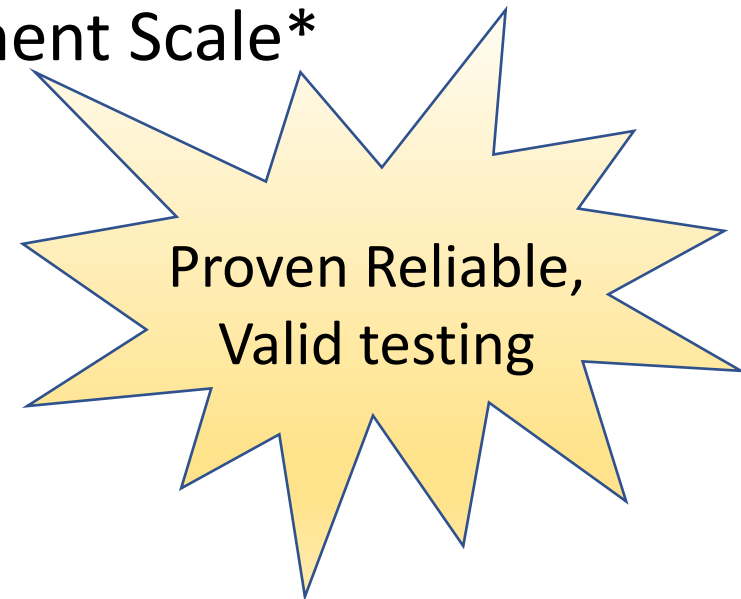
3) Facilitate implementation

- Provide roadmap
- Coach existing personnel
- Engaged team consultant

Value for Investment
Proposition

Integrated Solutions

- Monitor musculoskeletal risks using an Active Movement Scale*
- In addition to or instead of blood biometrics.
- Movement relates to worker safety/productivity.
- Exams may be accessed in person or virtually.
- Group aggregate data reporting.



vs.



Pre-placement

Wellness

Pre-injury

* Developed by WorkAbility Systems

Measuring Value

- Participation rates
- Higher worker morale
- Lower turnover and injury risk
- Employee satisfaction and engagement
- OHS measures
- Individual clinical measures

Results

- Decreased Turnover from 11-13% to 1-4% (**retainment**)
- 93% employees agreed: “I give my best effort every day” (**engagement**)
- 91% agreed: “I put in extra time and effort as needed to do my work effectively” (**morale**)

Examples

- Establish a wellness council to jointly address: workers' compensation, disability, safety, corporate communications, etc.
- Musculoskeletal worker/ergonomics assessment with biometric testing/blood work (worker fit screen)
- Ensuring 'wellness' programming include features of workplace and home safety ~ Mental health as a "Safety" topic
- Design of work not just physical demands - but incorporate psychological safety ideas

Where would you rather work?



Providing Solutions

- **What story does your company tell??**



Ask Yourself.....



What's Missing?.....**ADD IT**

What's Messy?**FIX IT**

What's Misaligned? **PIVOT IT**

I will help you for 30 minutes for FREE

Let's have a chat!

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Improving Employee Health



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QUESTIONS

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SAFETY

**OCC
HEALTH**

BENEFITS

**RISK
MANAGE-
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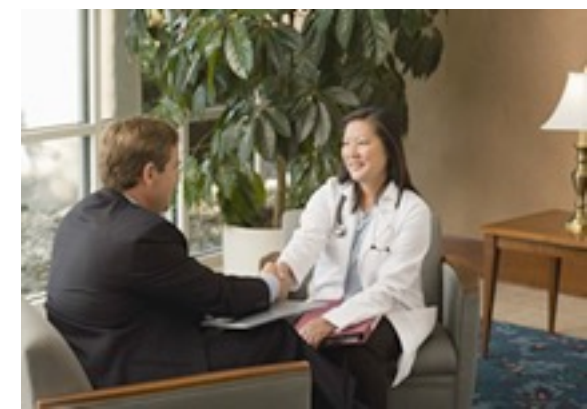
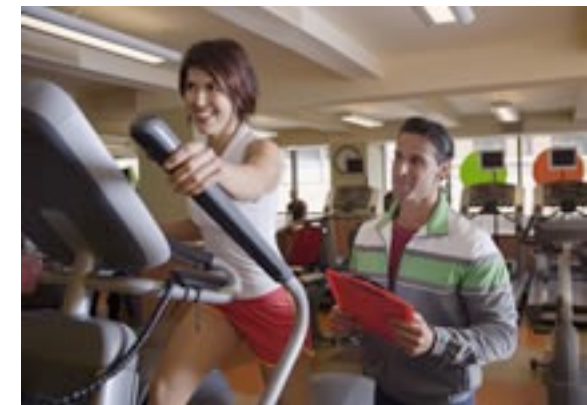
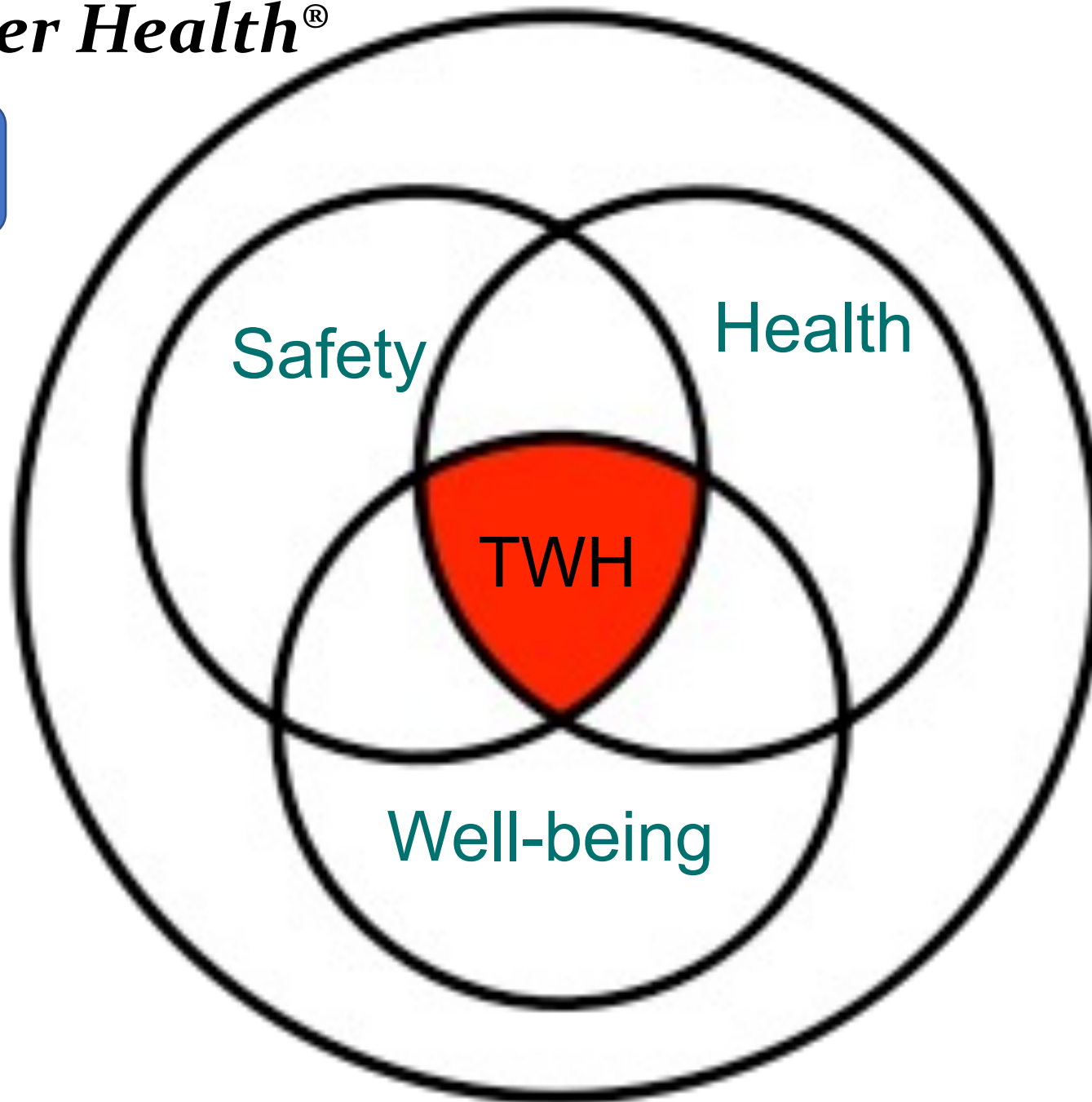
Total Worker Health[®]

ENGAGEMENT

RECRUITMENT

RETENTION

PROFIT



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Thank you!



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Biographical Information

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Shanna Dunbar is a Registered Nurse certified in Occupational Health Nursing. She has focused on improving employee health throughout her career. Founder and owner of Workplace Health Inc., Shanna works with employers to implement cost-effective strategies that improve employee health and productivity using **Total Worker Health®** principles.

Most businesses today are struggling with employee engagement, retention, and recruitment. Have you ever thought how your safety and health programming influences these key metrics to business profitability? Shanna is going to unpack some of the secrets she has learned throughout her 30 year career as she presents: “ *Safety Best Practices: Applying **Total Worker Health®** Principles*”