Supporting Holistic Wellness in Healthcare

Many work and personal stressors have an enormous impact on healthcare workers, resulting in an increase in absenteeism, agency utilization, negative patient outcomes, or resignations. This can be extremely costly for a healthcare organization.

Implementing a holistic approach to combatting employee stress and burnout could result in improved engagement, productivity, and reduce turnover.

Things to consider when taking the holistic approach:
Taking a holistic approach includes all four facets of an employee’s overall well-being. These facets consist of their financial, mental, physical, and social health.

**Mental**
Providing an EAP, reducing stigma surrounding emotional wellbeing, identification of workplace stressors.

**Physical**
Incentives for utilizing wellness programs through health insurance; fitness programs; multiple health insurance options; health coaching such as smoking cessations, and weight loss.

**Financial**
Retirement plans, employee financial incentives, financial planning/coaching, job security, insurance options.

**Social**
Work-life balance; professional networking groups; building a supportive, open, professional culture.

Tips for improving holistic well-being for employees:

**Mental Wellness**
Consider having open dialogue and check-ins with staff regarding mental wellness. Provide resources to frontline managers to reduce the mental health stigma.

**Data Analytics**
Review data within your organization to identify if additional equipment can be considered to ensure patient/staff safety and reduce injuries.

**Training/Orientation**
Training/orientation plans that focus on tools for success resulting in employee retention. Cross training can allow workers to move within an organization to meet staffing needs.

**Flexible Scheduling**
Explore alternatives for shift work and PTO. Allowing staff to participate in this process can improve relationships and trust between staff and management.

The information contained herein is for purely informational purposes only, and is not intended to present medical, occupational, or therapeutic advice.
Risk Factors Associated with Manufacturing Jobs

Are you seeing trends with certain manufacturing jobs leading to increased disability claims?

Build a culture of safety, health, and wellness!

Wellness Programs & Accommodations
Wellness programs can have many added benefits within the manufacturing industry, including planning support and flexibility to employees. By making wellness a priority and identifying disability trends with severity metrics by location, you can integrate health into your organization’s culture and purpose. In turn, opportunities for reasonable accommodations or special equipment that can reduce the strain to the employees and allow them to stay at work, would be more recognizable.

It is important to recognize and control ergonomic risk factors and provide a safe place of work for all team members.

The manufacturing environment is full of difficult, strenuous tasks. While workers often take pride in their ability to work hard, there are times when the physical demands of a job have an effect on an employees’ physical well-being.

Are there any special accommodations or equipment that could be used to reduce some of the strain on the employees and thus impact potential musculoskeletal claims?

Prevention is a shared responsibility.
Let us help you identify possible solutions...

Onsite or Virtual Ergonomic Analysis of identified jobs
Assessment to identify risks for injury within the employees work environment.

Employee and employer interviews/surveys
Obtaining necessary information to get a better understanding of job duties.

Team Approach to determine possible accommodations
Implementing changes to prevent injury based on recommendations from a physician, or employer, or results of an ergonomic assessment.

Onsite or Virtual Education
Industry or job specific educational opportunities for your frontline managers or employees.

The information contained herein is for purely informational purposes only, and is not intended to present medical, occupational, or therapeutic advice.

Metropolitan Life Insurance Company | 200 Park Avenue | New York, NY 10166
L0620007185[EXP1021][ALL STATES][DC] © 2020 METLIFE SERVICES AND SOLUTIONS, LLC