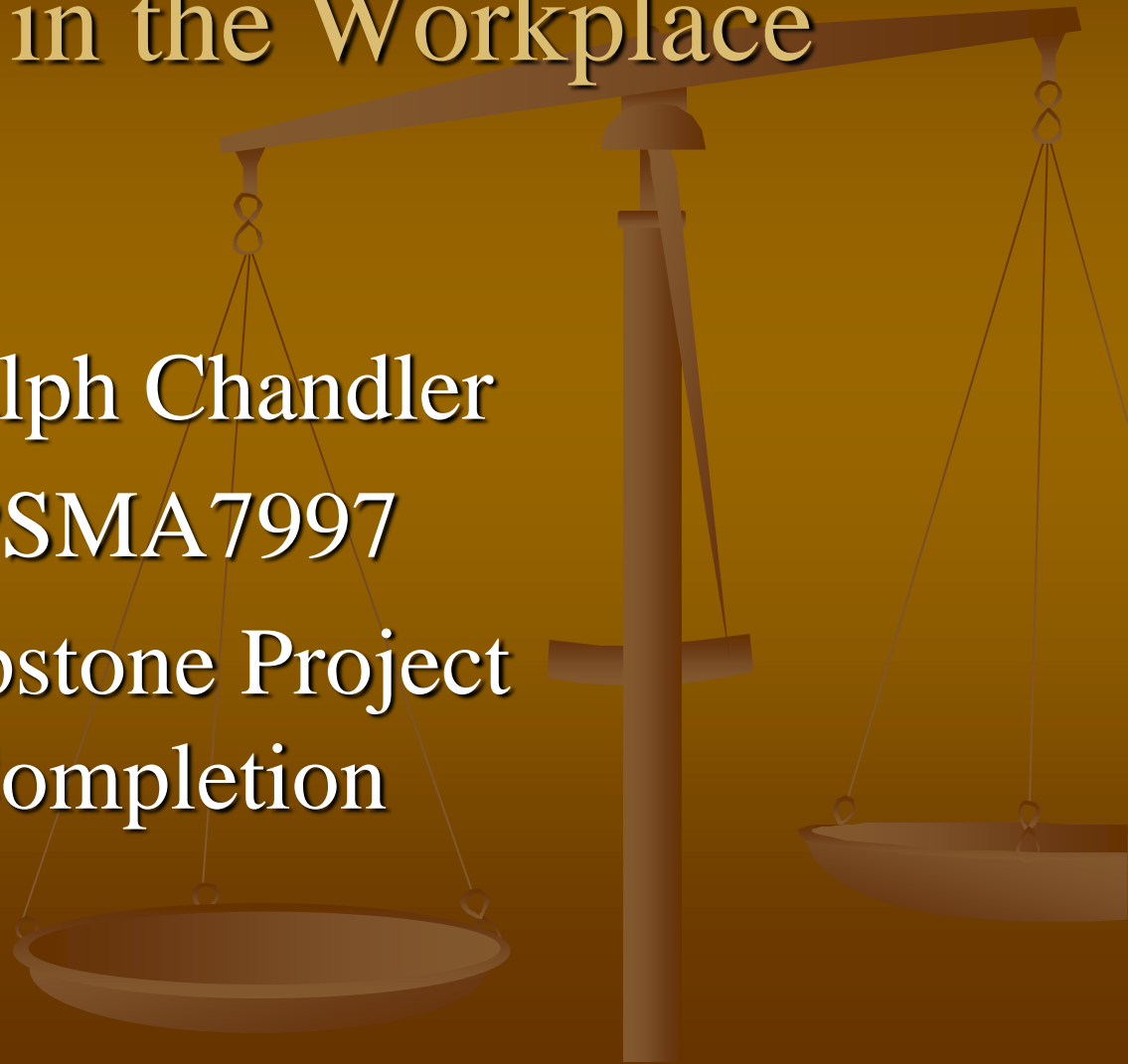


Implementing Health/Wellness Programs in the Workplace

Ralph Chandler

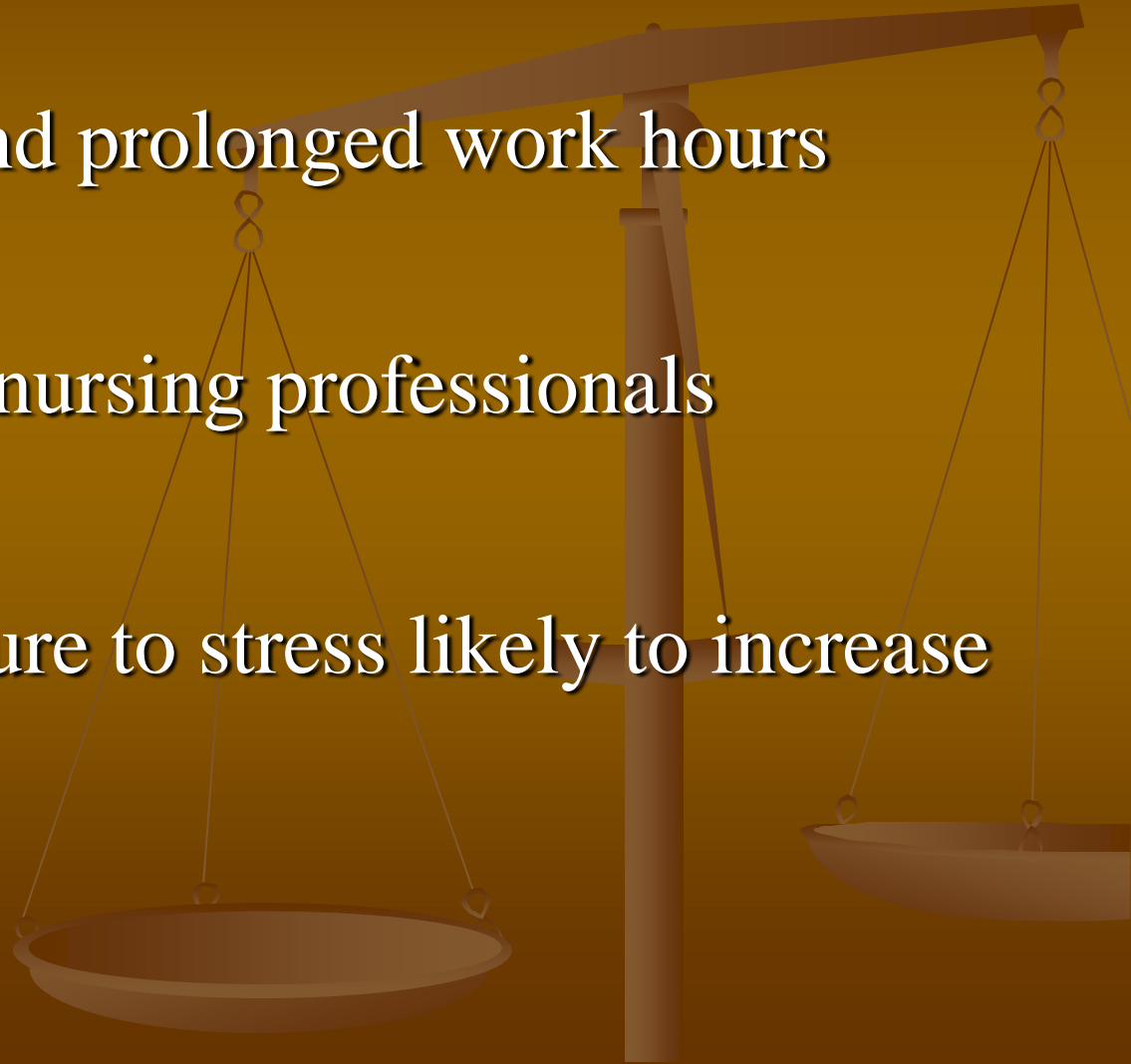
PSMA7997

Capstone Project
Completion

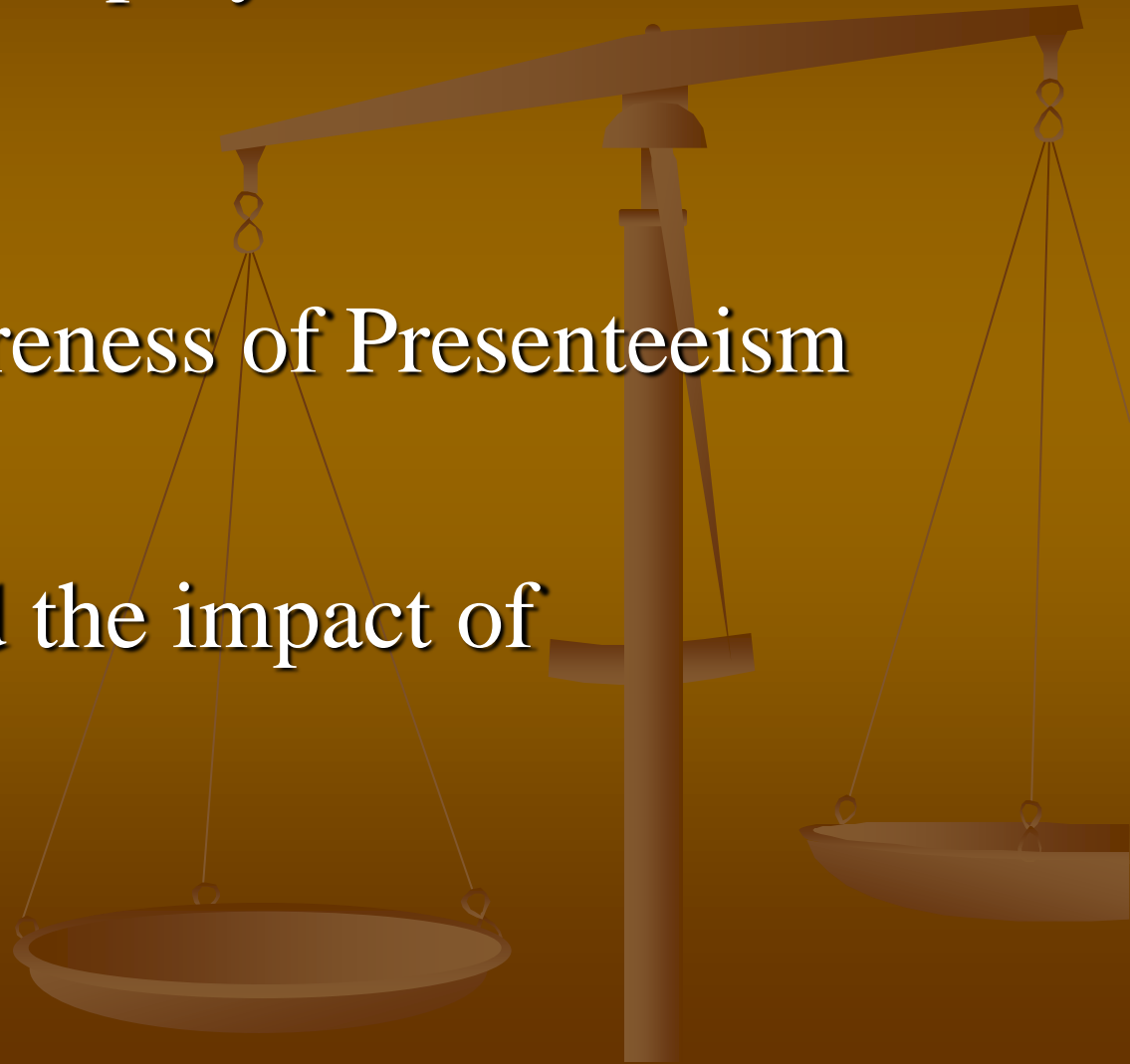


Work-Related Stress

- Staff shortages and prolonged work hours
- Fatigue amongst nursing professionals
- Long term exposure to stress likely to increase

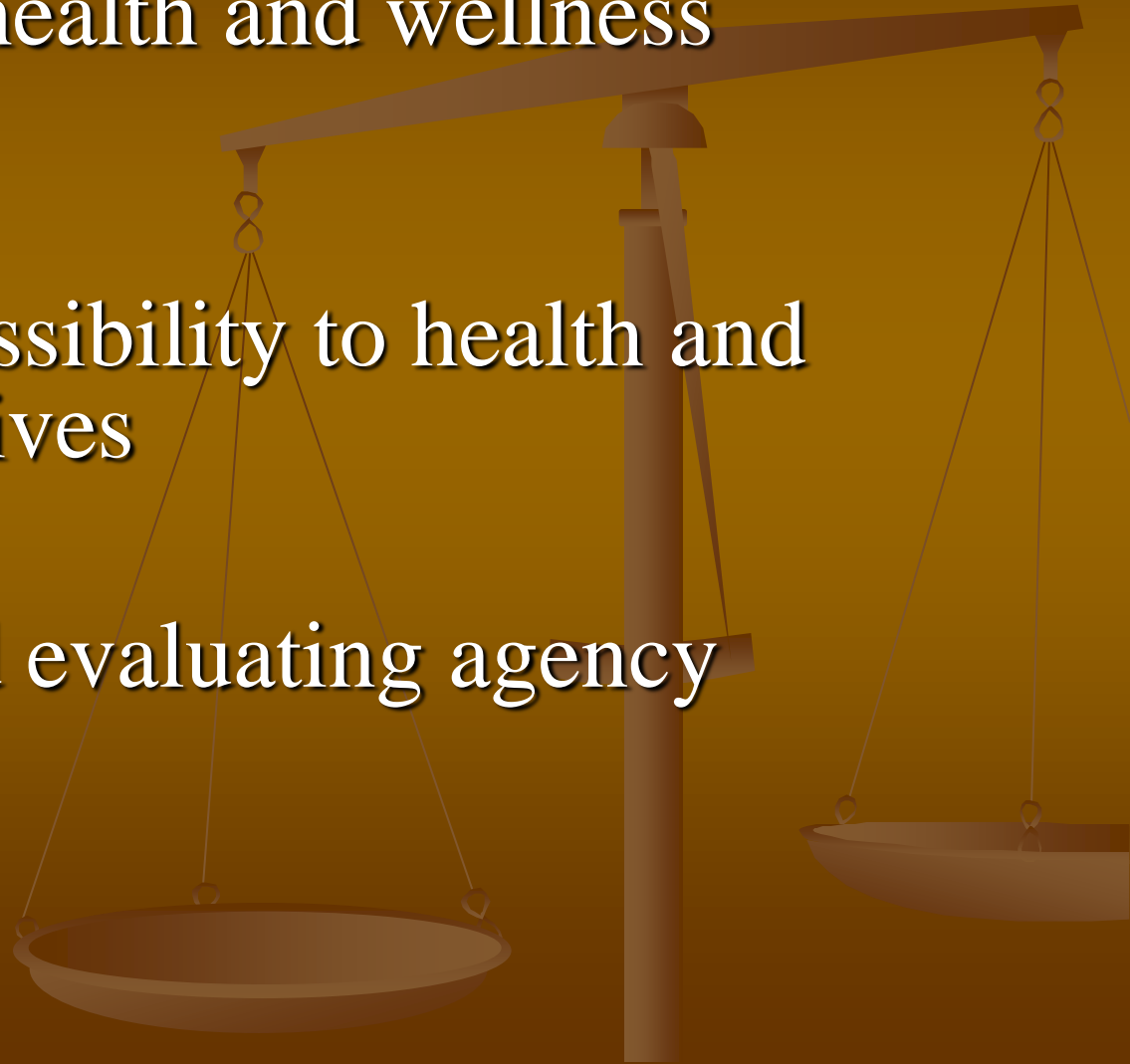


- Absenteeism and employee health and well-Being
- The growing awareness of Presenteeism
- Organizations and the impact of Presenteeism



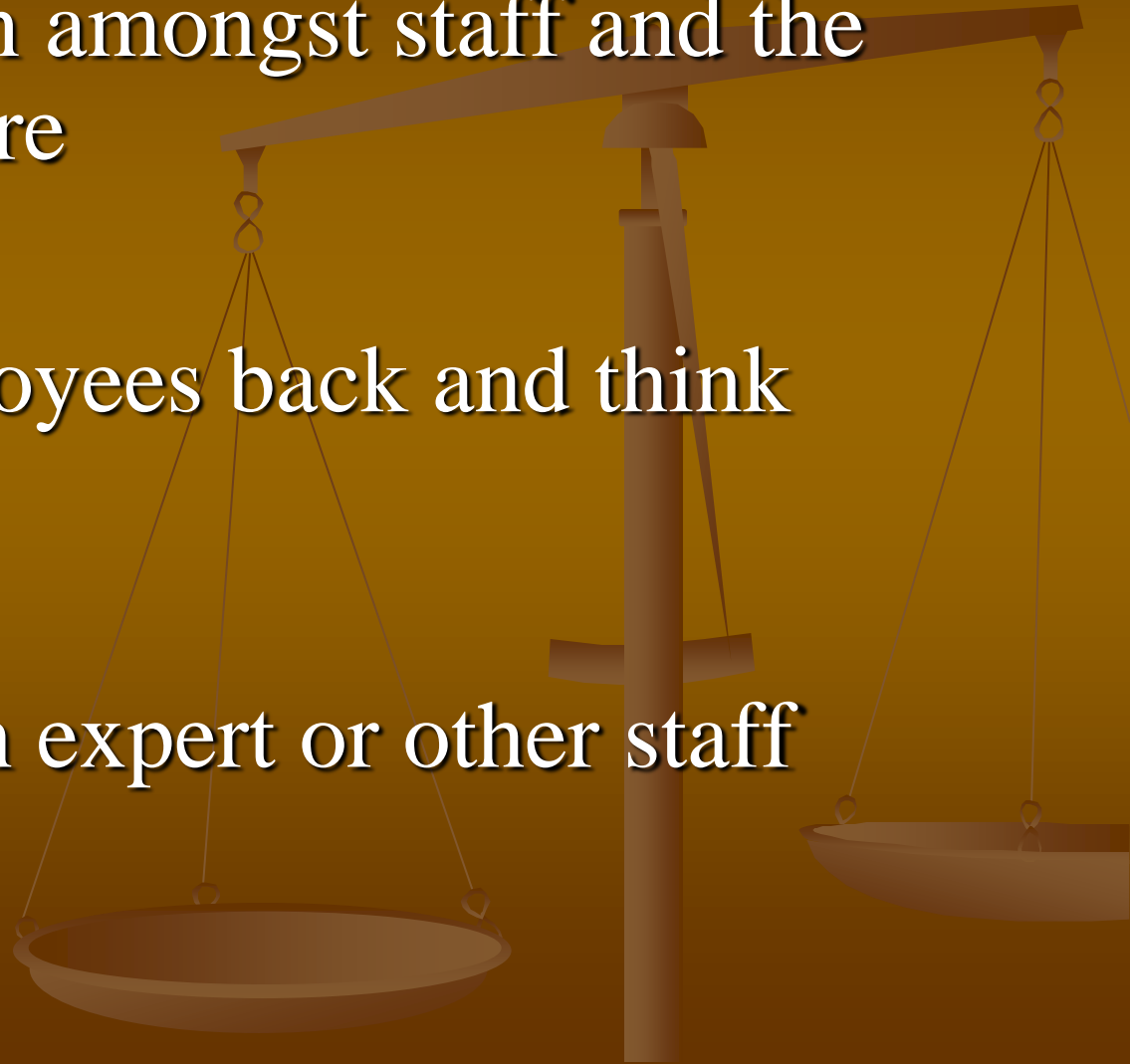
Benefits of Participation

- Implementing health and wellness programs
- Employee accessibility to health and wellness initiatives
- Monitoring and evaluating agency initiatives



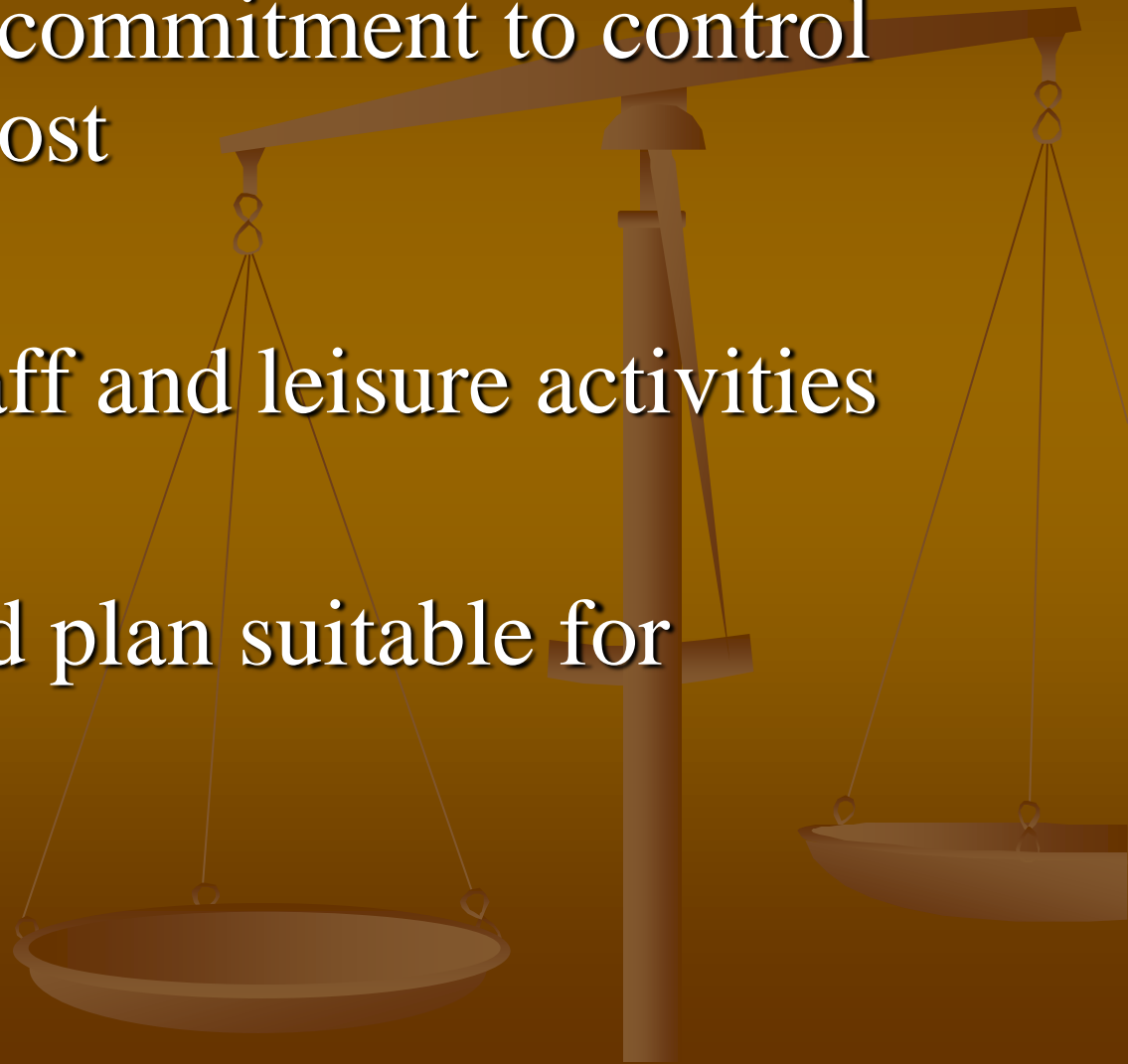
The Workplace Environment

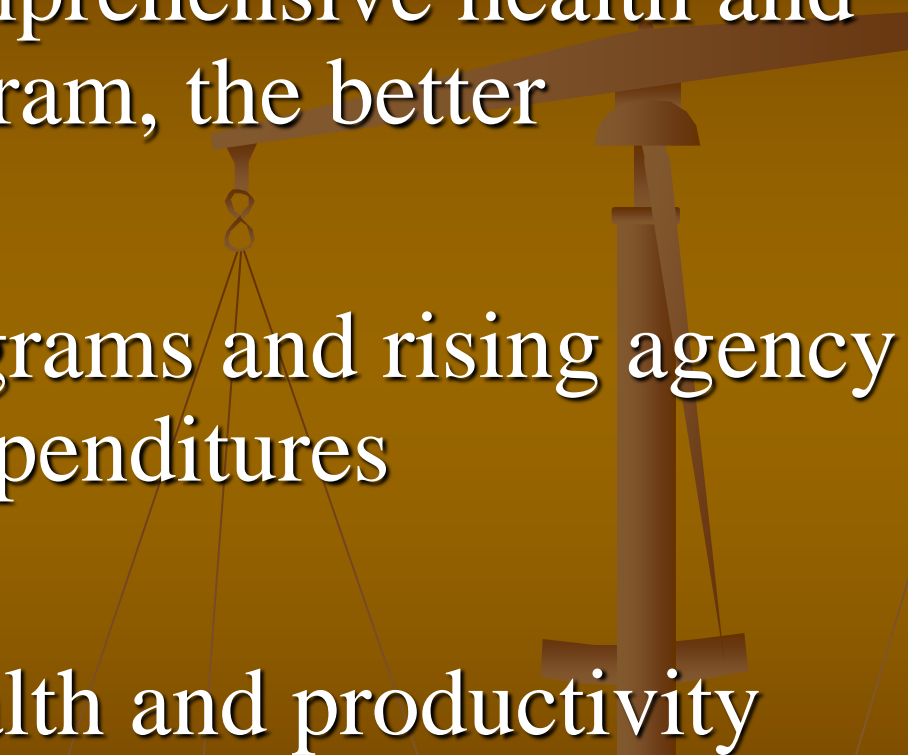
- Communication amongst staff and the work atmosphere
- Welcome employees back and think ahead
- Partner with an expert or other staff



Employee Health

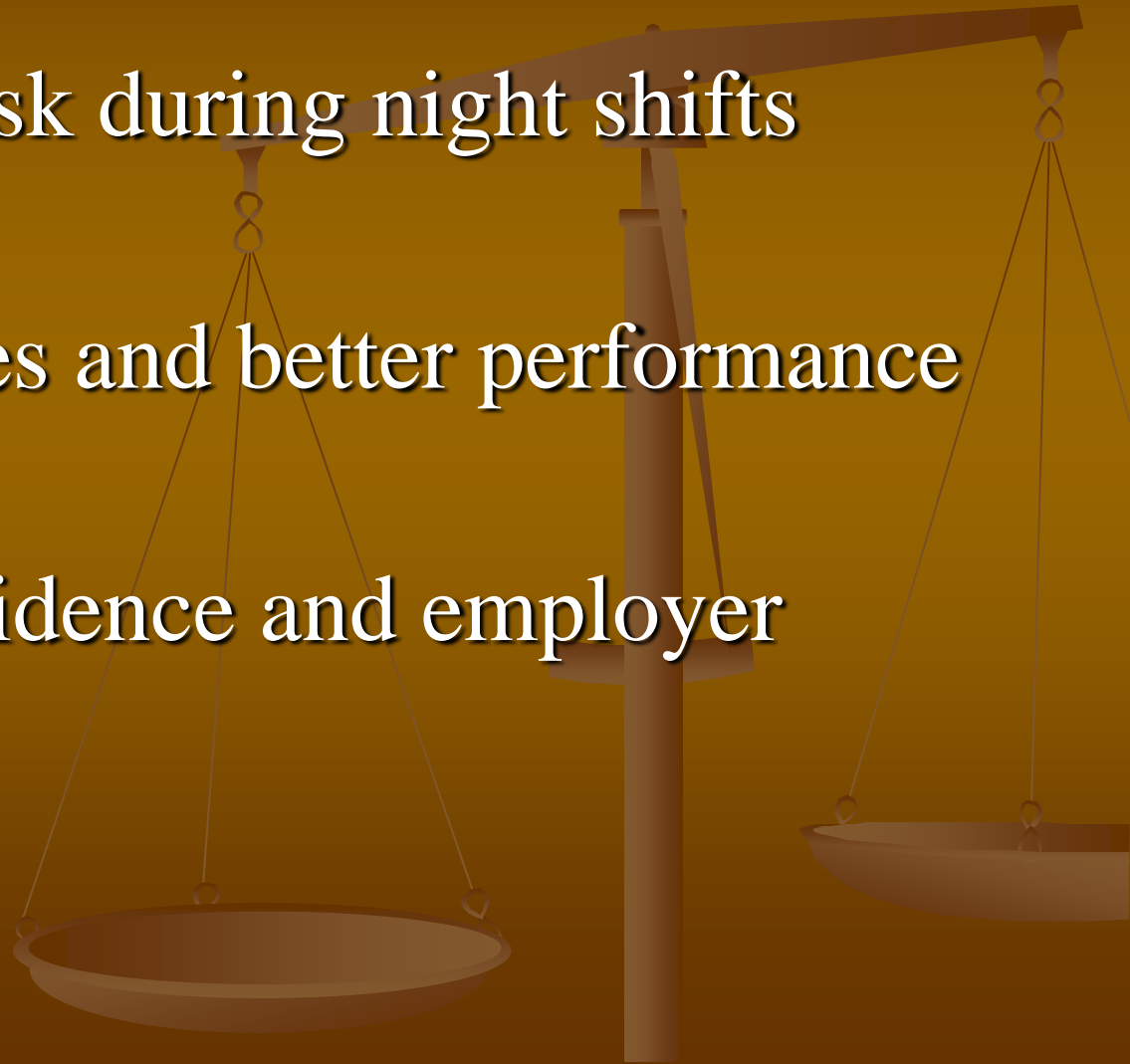
- Organizational commitment to control health-related cost
- Professional staff and leisure activities
- A well designed plan suitable for employees



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- The more comprehensive health and wellness program, the better
 - Effective programs and rising agency health care expenditures
 - Employee health and productivity

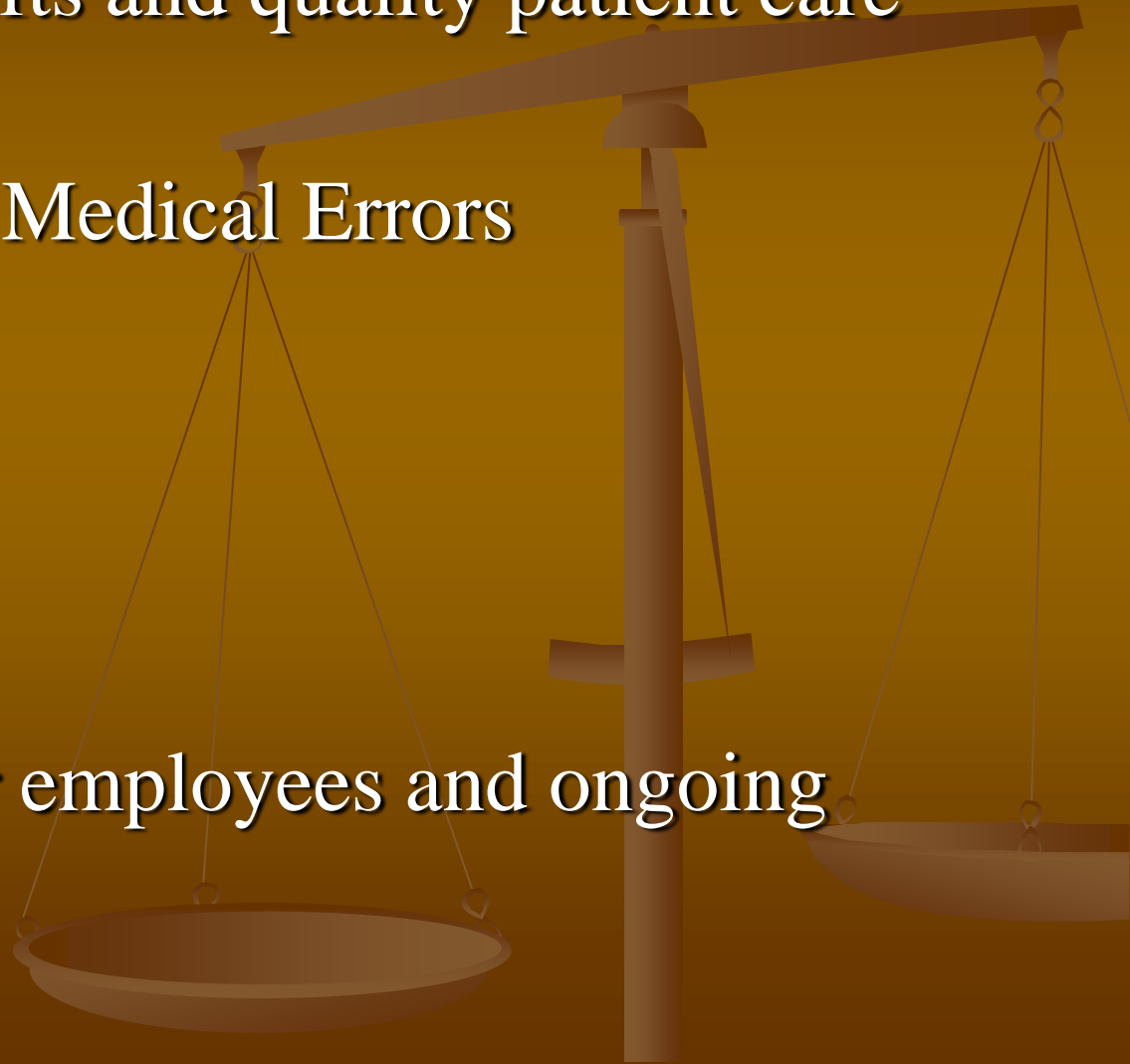
Personal Safety

- An increased risk during night shifts
- Reduced injuries and better performance
- Employee confidence and employer support



Patient Safety

- 12 hour work shifts and quality patient care
- Classification of Medical Errors
 1. Diagnostic
 2. Treatment
 3. Preventive
- Vibrant healthier employees and ongoing initiatives



Conclusion

- Stressful workplace settings leave staff overburdened
- Health/Wellness programs benefit employees and agencies overall, but are ongoing
- Organizations must promote healthier lifestyle habits
- Incentives for program participation

Questions?

