# Corporate Health

Lagos Veg Festival

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Corporate Culture

- Corporate culture plays a large role in the health and safety of employees. Employers need to align health and safety goals with business strategies, and create an environment that supports health and safety. Besides safety guidelines, corporate culture can have a positive impact on employee health.

- A culture that promotes communication about health and safety will both improve the quality of life for employees and save money lost to injuries and sick days.
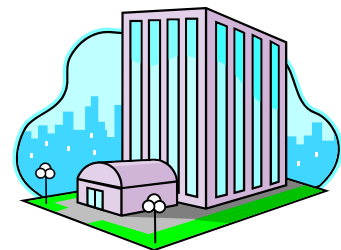
Orientation

- Orientation allows employees to become familiar with the company. It includes information about the chain of command, compensation, policies, safety, benefits, and unions.

- During orientation, health & safety rules and regulations should be explained carefully.

- Most companies have new hires sign that they have read and understand the safety policies and procedures.

Characteristics

Engaged employees enjoy their work

They work towards the goal
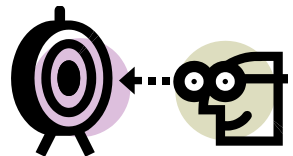
Do more than the minimum

Clarity

Clarify

- Goals
- Expectations
- Culture

Corporate Health

- Define workplace safety.

- Understand legal responsibilities associated with a safe work environment.

- Create a safety plan and identify hazards.

- Recognize the role of management.

- Develop training procedures.

- Learn how to implement a safety plan.

Legislation

Workplace Health & Safety is a legal obligation for all organizations. The Occupational Health and Safety Bill 2012 is applicable to all workplaces in Nigeria formal and informal, an act was passed to make comprehensive provision for securing saftey, health and welfare of persons at work. This was established on a Federal level.

It is essential that every company understands their role and responsibility. This understanding will help create and implement an effective Corporate Healthy workplace.

The safety of the people shall be the highest law.

Cicero

Lead by example

Managers have an important role in workplace health & safety. They have the responsibility to promote health & wellness by dialoging with employees. Managers must also lead by example. A manager who ignores safety cannot expect employees to follow the rules and guidelines. Managers help drive the corporate culture, so it is essential that they embrace the health program and help shape it.

Be the change you want to see in the world.

Mahatma Gandhi

Elements of a Health and Safety Program

Basic Elements:

- **Commitment from manager and employee support**: Create clear guidelines based on employee input.

- **An analysis of the worksite**: Identify hazards.

- **Hazard prevention and control**: Remove or control hazards.

- **Training on health and safety**: Address the health and safety of all employees.

Responsibilities

Managers, supervisors, and employees are all responsible for workplace safety.

- **Leadership**: Everyone in leadership positions is responsible for communicating expectations, overseeing safety, and training employees.

- **Employees**: All employees need to obey the safety policies, and report unsafe work conditions, accidents, or injuries.

Work-life balance

Work- life balance is essential to combat stress, ensuring both individual and company success. The stress associated with unbalanced lifestyles is costly; it damages productivity and increases individual health risks. Employees who have the tools to balance their professional and personal lives are happier, healthier, and more productive.

I've learned that you can't have everything and do everything at the same time.

Oprah Winfrey

Benefits of a Healthy Balance

Understanding the benefits of a healthy balanced life will motivate anyone to make necessary changes. Balance will improve the lives of individual employees as well as the company culture. Learning the basics of work-life balance will also increase employee productivity, health, and morale.

Happiness is not a matter of intensity but of Balance and Order and Rhythm and Harmony.

Thomas Merton

Increased Productivity

- **Take healthy breaks:** You should take time to refresh yourself.

- **Take enjoyable breaks:** This fun activity increases productivity by nine percent.

- **Take time off:** Working to the point of burnout is not productive or healthy.

Improved Mental and Physical Health

- **Awareness:** A balanced lifestyle increases personal awareness, allow individuals to identify potential health problems early.

- **Lifestyle:** A balanced lifestyle automatically improves health. It encourages healthy choices and helps develop the body and the mind.

Increased Morale

- According to several surveys, work-life balance improves happiness and overall job satisfaction.

- Additionally, employees are more invested in companies that support their work-life balance.

- Work- life balance typically translates to employees who work harder and are more productive.
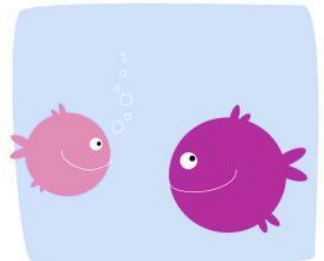
Signs of an Imbalance

The signs of imbalance are unmistakable. We see people suffering from poor health, burnout, and stress every day. For companies, this increases costs in the form of absenteeism, health costs, and turnover. If you recognize these signs in your life or your organization, take action immediately and focus on work- life balance.

Absenteeism

- **Sick pay:** Employees with sick days are still paid, which is a direct cost.

- **Loss of productivity:** Even with someone to work the position of the sick employee, the employee familiar with the job will be more productive. This is an indirect cost of sick days.

Burnout

- **Loss of interest**: Burned-out employees cannot make themselves care about their work, which is the source of their stress.

- **Lack of emotion:** Emotional responses are abnormal when someone is burned-out.

- **Loss of motivation:** Former motivators no longer are effective.

- **Possible depression:** Burnout is closely linked to depression.

Health Risks

- **Obesity**: Not taking the time to exercise or eat well can increase obesity, which is connected to heart disease and numerous other health risks.

- **Exhaustion**: Sleeping well can add years to a person's life.

- **Emotional problems**: Stress and exhaustion will wreak havoc on emotional well-being.

Ergonomics

Ergonomics, in general, is used to make the demands of a job suit the needs of the workers.

Ergonomic Tips:

- Bend from the knees.
- Lift with your legs.
- Take breaks.
- Exercise.
- Keep weight evenly distributed when seated and standing.

Create a Safe & Healthy place to work: Computer Workstations

Computer workstations may seem harmless, but repetitive motion injuries such as carpal tunnel and muscular skeletal problems are common due to badly engineered workstations.

Basic Setup

- Room between the desk and chair so legs are not trapped
- Chair supports the lower back
- Feet are flat on the floor
- Top of the monitor is eye level
- The head and neck are level and aligned with the torso
- Shoulders are relaxed
- Elbows are supported
- There is room for the mouse and keyboard
- The wrists and hands are lined up with the forearms

Fitness & Wellness

Healthy employees are more productive, take fewer sick days, and cost less in insurance premiums.

Ways to Improve Fitness and Wellness:

- Keep healthy snacks at the office.

- Offer to supplement gym memberships or have workout equipment at the office.

- Support smoking cessation programs.

- Promote nutrition and weight loss programs.

Exercise

- **Choose an exercise you enjoy:** You will not repeat an activity that you hate doing.

- **Start slowly**: If you over do it, you will simply become tired and discouraged.

- **Schedule it:** Exercise must be a priority or you will never get to it.

Eating Well

- **Avoid sugar and caffeine:** Their highs may give you more energy, but once you crash, you are left more exhausted than before.

- **Focus on nutrition:** Be sure to include whole grains, lean protein, and leafy green in your diet.

- **Eat frequently:** Increase your focus by eating small healthy snacks throughout the day. This will balance blood sugar and increase energy.

Getting Enough Sleep

- **Avoid electronics before bed:** Studies show that the light of the television, phone, or computer may make falling asleep difficult.

- **Relax:** Unwind with a relaxing routine before bed.

- **Exercise:** Exercise will make it easier to fall asleep.

- **Have a bedtime:** A regular bedtime will train your body's internal clock and help you fall asleep.

Self-Assessment

- It is possible to believe that you are effectively managing your stress when, in reality, stress is managing you.

- You can use the results of the assessment to make the necessary changes to your diet, exercise, and sleep routines.

Heat Stress

Employees who work in extremely hot conditions are susceptible to heat stress. Heat stress includes heat stroke, heat exhaustion, heat syncope, and heat cramps.

Ways to Prevent Heat Stress:

- Drink water and refrain from caffeine.

- Rest in cool locations.

- Take frequent breaks.

- Slowly acclimate to the heat.

- Wear the appropriate clothing.

Stress

Employee stress costs employers money in terms of lost time, productivity, and illness. It is important to teach employees how to manage their stress.

Ways to Fight Stress:

- **Eat well**: Choose fruits and vegetables over salty snacks.

- **Exercise**: This will help you focus as it releases endorphins.

- **Prioritize**: Learn to manage time wisely and balance work and life.

Relaxation Techniques

It is important to choose healthy ways to handle stress rather than unhealthy options such as drinking, smoking, and overeating.

Techniques:

- Meditation
- Exercise
- Spend time in nature
- Spend time with pets
- Garden
- Connect with friends
- Take personal time

Using Routines to Reduce Stress

Routines can reduce stress when in times of change. Everyone needs a sense of normalcy, and routines can provide this. It is important to create healthy routines in life but not panic if you alter them.

Examples of healthy routines:

- Morning routines
- Family time
- Date night
- Guys'/girls' night out
- Exercise

Turn Your Phone Off

- There is only one way to fix the problem and alleviate stress: TURN OFF THE PHONE.

- It is acceptable and healthy to occasionally disconnect.

- It does not matter when you disconnect, just that you do.

Take Some "Me" Time

- "Me time" is essential to a person's health and well-being.

- It can be as simple as taking a walk.

- The only imperative concerning "me time" is that you actually take it.