

Managing workforce health and well-being must be a top priority

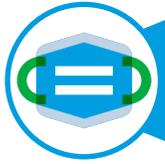
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Objectives and recent lessons learned



Impact of the pandemic on health



What employers can do proactively and reactively to address health and well-being



Navigating the world of health and wellness vendors



Equipping Managers to handle health and well-being issues in the workplace

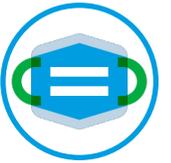


Ways to integrate occupational and non-occupational health strategies

The Lessons

- For a company to be successful they need healthy, engaged employees that will stick with them
- For a person to be successful at work they need to be able to make their life work
- If a person can make their life work they will be an engaged and productive employee

Understand the collateral health impact from the spread of the Covid virus



Current risk of acute illness

- Over 95 Million cases reported to date with estimates of 60% or more having had it
- 613 Million vaccines administered
- Still more than 400 deaths per day
- No new variants of interest currently on the horizon

Current data on Post Acute Sequelae of Covid (PASC)

- For those who have been very ill and treated in the ICU
- Direct effects of infection via the tendency of the virus to cause blood clots
- Long Covid attributed to the body's tendency to over-respond to the infection



Impact on workforce and leave

Long Covid may be keeping four million people out of work
(Brookings Institute, 8/24/22)

Emerging treatment approaches for PASC

Major research focus for the National Institutes of Health
Clinics focusing on these issues have opened across the country
Increased focus accommodations and the restoration of capacity

What employers can do to proactively and reactively address health issues, including all aspects of well-being



Start with the person

Medical	Behavioral Health	Social Determinants	DE&I
Look for the following information	<ul style="list-style-type: none">• What needs and stressors are people dealing with?• What services represent value to each of them?• What sources and channels are acceptable and trustworthy from the viewpoint of the employee?• How can people realistically address their health issues?		
Take action	<ul style="list-style-type: none">• Role of the safety committee in workplace culture and wellness• Caregiver need and flexibility• Provide access to services that allow people to comply with health care programs• Workplace resources and services from wellness fairs to chronic condition management• Spillover effect on work teams when supporting someone through a tough time		

How to navigate the plethora of innovations emerging to support these efforts

Marketing vs value — the explosion of the Vendorsphere

How to start and how to choose:

- Benchmarking results with similar employers
- Clear goals and metrics—you define and measure value
- Look for the ease of contracting via your health plan or PBM
- Require marketing support and engagement rate guarantees
- Expect reporting that is timely and useful to you



Ways to equip managers to handle employee health and well-being issues



Managers and supervisors are the key to employee relationships within a company

Supervisor toolkit

- People management training
- Training in relating to a diverse workforce
- Training to identify and understand how behavioral health issues manifest in the workplace
- Empower managers to support employees dealing with personal crises

Manager and supervisor support

- Make consultations for difficult situations or crisis management available—often through EAP
- Consider Manager/Supervisor peer groups for problem solving and support
- Provide ongoing training opportunities for people management
- Manager and supervisor wellbeing affects the performance of the whole team—acknowledge the challenge and provide support

Ways to integrate occupational and non-occupational health strategies



- **Workforce population management**
 - Health and wellness affects productivity, safety and time loss
 - Workplace stressors affect health and wellness
 - The overall relationship with the employee is key: the employee has one relationship to your company

OPPORTUNITIES

- **New hire onboarding**
 - Orientation, training, introduce benefits, fitness for duty, accommodations, ergonomic training
- **Integrating wellness and other services into the safety organization**
 - Safety often holds the closest and most trusted relationship with the employee
- **Behavioral health training across the organization**
 - This is the biggest disease burden in working age adults
- **NIOSH Total Worker Health**
 - A wealth of research and program plans that address both health and productivity

HR has never been more important

Set the relationship
with employees

Provide knowledge and guidance
in addressing flexibility in the
workplace

Provide valuable benefits to
address the needs of you
workforce and their families

Support managers and
supervisors in their challenging
and important roles in your
companies

Acknowledge and understand
the impact that the last two and a
half years have had on people

Work across your organization
as a key member of the
leadership team

Source: <https://www.shrm.org/hr-today/news/hr-news/pages/workplace-lessons-learned-during-covid19.aspx>

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