



Workplace Health
and Safety

**2025:
Employee
Wellness**

Today's Speakers



Jill James

MIS
Chief Safety Officer, HSI

Jill James is Chief Safety Officer at HSI where she focuses on product, thought leadership, and regulatory trends. Her 30-year EHS career includes 12 years as an OSHA Senior Safety Investigator, and several years in healthcare, education, biotech, life sciences and the poultry industry.

Jill hosts the Accidental Safety Pro podcast and created the Supervisor Safety Tip video series.

She received her Master's in Industrial Safety from University of Minnesota, Duluth and her undergraduate degree is in Community Health Education.



Kristi McClure

LCSW
Marketing Director, HSI

Kristi McClure worked in the health and human services for over 25 years, first as a social worker delivering direct client care, then in software as implementation project management, content development for online learning, continuing education director, product manager, and now marketing.

She has been with HSI for over three years focusing on workplace health and safety training, rules, and regulations.

Agenda

What is employee wellness?

Why should businesses care?

Who is responsible?

How is your company managing employee wellness?

How to do this effectively?

Employee Wellness

The act of practicing healthy habits to attain better physical & mental outcomes.

Instead of surviving, your employees are thriving.

“A holistic model for improving workforce safety, health, and well-being”

– CDC, Total Worker Health

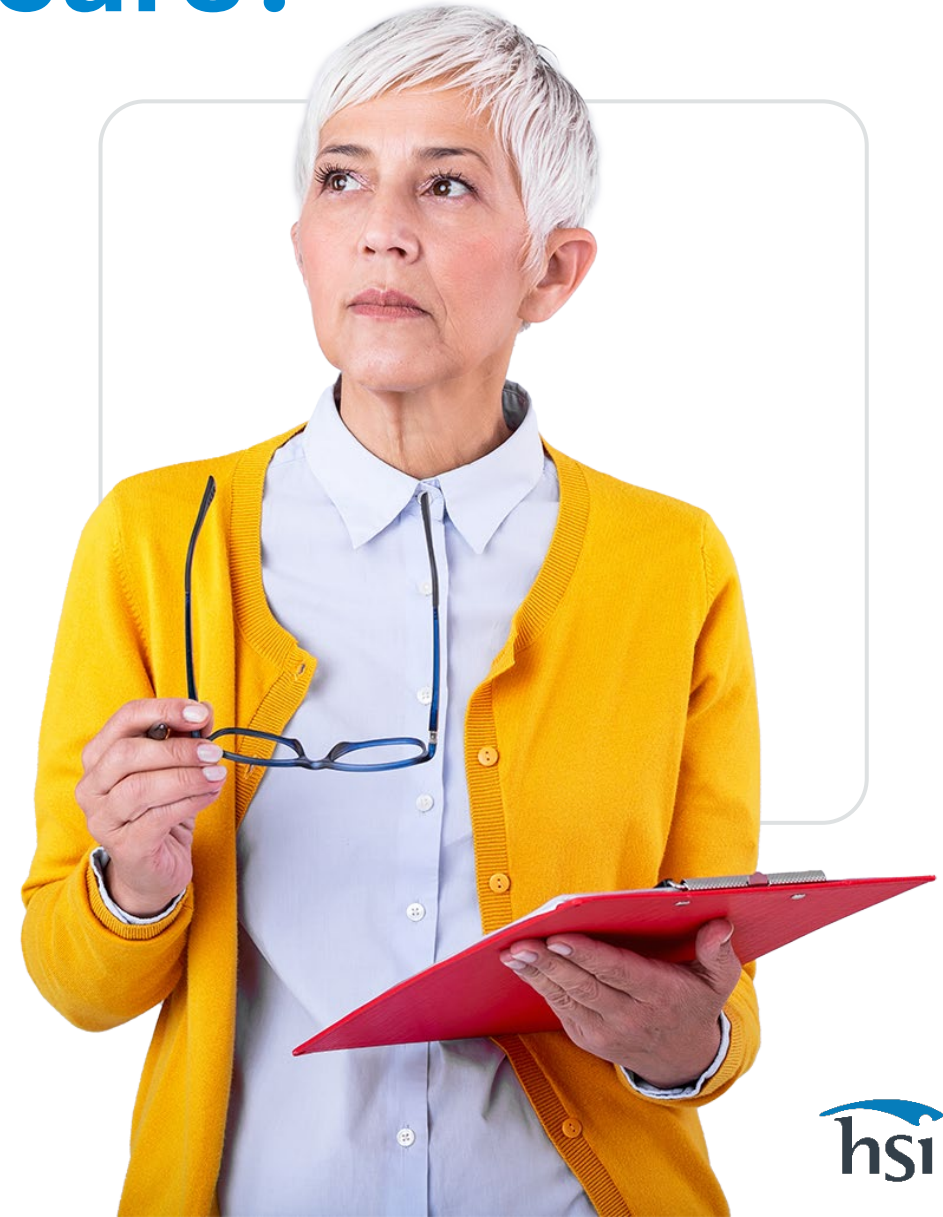
Three focus areas:

- **Physical**
- **Mental**
- **Financial**



Why should businesses care?

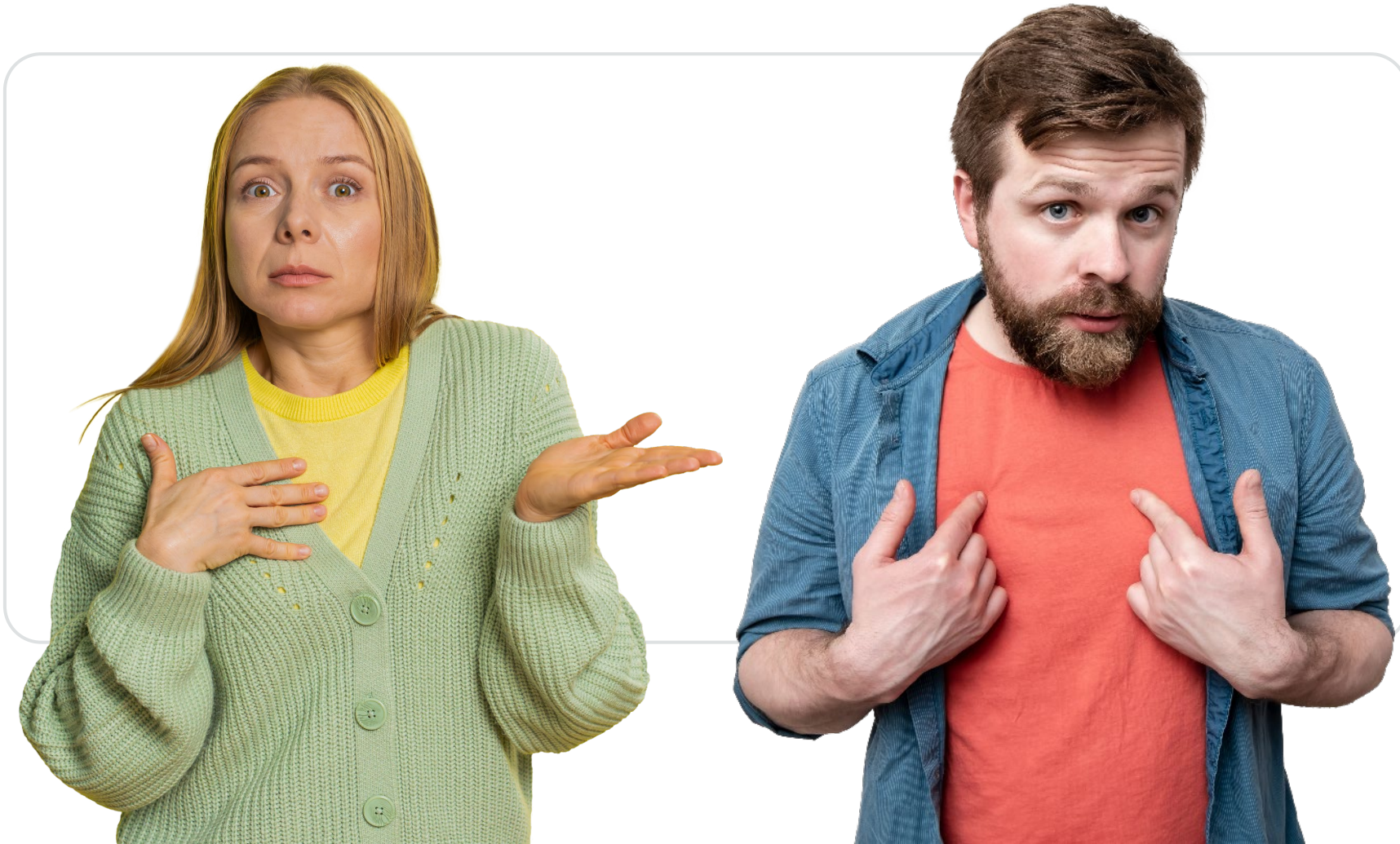
- Productivity
- Health and Safety
- Innovation
- Absenteeism
- Employee engagement/satisfaction
- Recruitment/ Retention
- Community engagement and reputation
- Sustainable workforce culture
- Business outcomes: financial impact



Bucket Analogy



Is wellness **EHS** or **HR**?



Focus Areas of Wellness

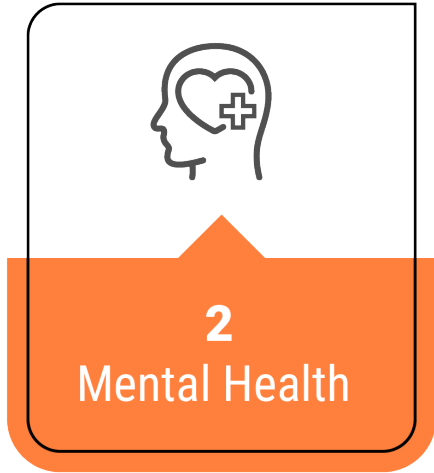




Focus Areas of Wellness:

Physical

- The Basics: sleep, nutrition, exercise, hydration
- Medical Care/ Prevention
- Chronic Condition Management:
 - Diabetes
 - Cardiovascular
 - Obesity
 - Addiction/ substance use or misuse
 - MSDs
- Injury/Illness (acute)



Focus Areas of Wellness:

Mental

- Family/ Relationships
- Social Support
- Community/Belonging
- Spirituality
- Depression/ Anxiety
- Grief/ Loss
- Addiction
- Trauma
- Life Stressors



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Financial Health

Focus Areas of Wellness:

Financial

- Managing Personal Budget
- Mortgage/ Rent
- General Financial Concerns
- Benefits and Pay
- Work Schedule
- Debt

Employee Wellness Worksheet

- Evaluate your Workplace
- STOP-START-CONTINUE Methodology... *with a twist*

1. List everything your company is doing currently for employee wellness
2. Tag each item (Continue-Stop-Evaluate)
3. Add to list as we go through next slides
4. Start: brainstorm ideas, pull from ideas on next slides



SCAN ME

Example of **Physical Health**



- Free physical health appts. included in health insurance
- Health Fair
- Annual vaccine clinics
- Occupational medicine/clinic
- Hearing tests/audiometric testing
- Workplace Violence
- Medical management programs:
lead, asbestos, silica
- Fitness programs/Stretching
(musculoskeletal)



Example of

Mental Health Initiatives



- Mental Health First Aid
- Addiction resources
- Team-building activities (formal and informal)
- Community events (volunteer, sponsoring, etc.)
- Mentorship/Peer groups
- Manager Training: mental health, wellness topics
- EAP (Employee Assistance Program)
- PTO policies: mental health days built in/allowed
- Support groups
- Work Schedule: Flexible, Transparent
- Leadership communication (awareness and support)
- Awareness month recognitions/resources
- Crisis response
- Mindfulness

Example of **Financial Health Initiatives**



- Basic personal finances 101
- HR pay scale/review/comparison
- Benefits package offering and review
- Retirement planning
- Schedule
- Access to financial planner, resources through HR benefits vendors
- Transparency/Fairness



General initiatives for overall wellness

- Newsletters/ Educational emails
- Webinars/ Seminars
- Guest Speakers/ Experts
- Internal podcast
- Posters/ Infographics
- On-site Activities
- Affinity Groups/Employee Resource Groups (ERGs)
- Proactive/prevention interventions
- Manager Training/ Education: how to address with employees



How does a workplace do this effectively?

- Use Data
- Collaborators: internal and external
- Resources
- Break it down
- Timeline



Additional Considerations:

- Culture of wellness
- Boundaries
- Proactive approach

Mental Health Resources

- **NAMI** (National Alliance on Mental Illness) the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. State chapters.
› [About NAMI | NAMI](#)
- **988 Lifeline.** Free crisis hotline. Call, text, or chat the 988 Lifeline, confidential and judgment-free care. Talking with someone can help.
› [Get Help - 988 Lifeline](#)
- **MHFA** (Mental Health First Aid) MHFA is an evidence-based, early-intervention course that teaches participants about mental health and substance use challenges. Identify. Understand. Respond.
› [Mental Health First Aid](#)
- **SAMHSA** (Substance Abuse and Mental Health Services Administration) Government division of HHS. Many employer resources.
› [Drug-Free Workplace Toolkit](#)

Additional Resources

- Medical Screening and Surveillance Requirements in OSHA Standards: A Guide <https://www.osha.gov/sites/default/files/publications/osha3162.pdf>
- Many materials, speakers, newsletter, etc. can be obtained through Human Resources (Health Insurance, 401(k) providers)
- [Mayo Clinic Healthy Lifestyle resources](#)
- [American Heart Association](#)
- [American Lung Association](#)
- OCC, branch of Dept of Treasury: [Financial Literacy Resource Directory](#)
- Consumer Financial Protection Bureau: [Consumer Resources](#)



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Thanks for joining us!

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