

COVID-19 RISK ASSESSMENT & WORKPLACE PROTECTION
Food Hygiene Bureau in Association with Wellness Tourism Network
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Improving Workplace Wellness

By
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Good evening Ladies and Gentlemen, all Guest Speakers and Guests from Jamaica and around the world.

Firstly, I thank Marva Hewitt and the Food Hygiene Bureau for this opportunity to present in this August group on behalf of the Wellness Tourism Network.

In approaching my topic I would like to ask the following questions:

1. What is Workplace Wellness?
2. Whose responsibility is it?
3. What are we improving upon and why?
4. How do we maintain such wellness when attained?
5. In the absence of legal guidelines for workplace wellness such as OSHA, what does the future hold?

I pose the following questions and will take this opportunity to answer them in 10 mins. Please hold questions to the end then we could discuss further. Thank you.

1. What is Workplace Wellness?

According to Wikipedia Workplace Wellness is:

Workplace wellness is any workplace health promotion activity or organizational policy designed to support healthy behavior in the workplace and to improve health outcomes. Known as 'corporate wellbeing' or "Corporate Wellness" outside the US, workplace wellness often comprises activities such as: health education, medical screenings, weight management programs, on-site fitness programs or facilities.

Comment by Dr Danovan Whyte. Naturopath & Environmentalist:

"This is the provision of a working environment that nurtures the full potential of the workers.

Interpersonal: Mechanism for conflict resolutions | **Professional:** growth opportunities for all

Environmental: This includes good air quality, lots of plants, use of non-toxic cleaning agents;

Provides a safe non-toxic space where love and tolerance prevails."

There is an increasing awareness of the importance of mental health and supporting well-being of employees in the workplace.

According to the American Psychological Association (APA), a healthy workplace should include 5 components:

1. Work-Life Balance
2. Health and Safety
3. Employee Growth and Development
4. Employee Recognition
5. Employee Involvement

Dr. Richard Jackson, University of California Los Angeles School of Public Health says that "***We now know that developers and architects can be more effective in achieving public health goals than doctors in white coats.***"



Leah Stringer, a workplace strategy expert and author of The Healthy Workplace believes that "human health should be the foundation of workplace design and of business because companies thrive on the innovation and abilities of their people, and if employees are sick, overweight, stressed, sleep-deprived or disengaged, they prevent the company they work for from thriving and maintaining a competitive advantage in the marketplace."

Human beings have endeavoured to create indoor environments in which they can feel comfortable. *Human health is foremost when it comes to assessing the overall comfort of the environment.*

If for any reason the built environment is leading to sickness or negative impact on occupant health then it is a matter of concern and could point to some design or technical flaw in the building system.

There are studies to suggest that a few *symptoms of discomfort from indoor environment lead to significant reduction in work performance of occupants* (EPA, 2000).

2. Whose responsibility is it?

- A. Employers – It is the primary responsibility of the employer and should be reflected in its Mission, Vision, Ethics and Value statements.
- B. Employee to know their rights and to be fully trained in all Standard Operating Procedures.

3. What are we improving upon and why?

- A. We are improving upon outdated building design and architecture.
 - Large open windows for cross ventilation
 - Proper ventilation and Clean Filtration
 - Sick bay, sanitized with tissues, hand sanitizers (OSHA Guidelines)
 - Accessibility to wheelchairs, etc.

B. Failure to change will result in:

- Lack of Innovation
- Employee's compromised health and untimely death
- Failure for Jamaica to have Workplace leadership in the Caribbean with cutting Edge products. This trumps Prosperity promoted in this Administration and in the National 2030 Agenda.

4. How do we maintain Workplace Wellness?

- A. Continued training eg. After each shift as in Hospitality industry as The Ritz Carlton does
- B. OHS Occupational Health System Audits such as Romane Williams, our volunteer Zoom technician, does. I invite him to expand on this in the Q&A
- C. Follow Hygiene Protocols (Personal & Ministry of Health & Wellness)
 - Washing hands with Soap & Water
 - Sanitizing hands when no water available
 - Wear mask when in groups and when necessary and
 - Maintain physical distancing

D. Wellness Programs such as Health checks:

- Exercise (Incentives to use the GYM & to Stop Smoking)
- Nutrition,
- Employee Recognition, Employee Growth & Development
- Give Employee Responsibility & empower them to make or own decisions during their shifts to improve customer satisfaction. (Eg. Ritz Carlton gives Front Desk Staff an account to apply to Customer Satisfaction.)

5. In the Absence of Legal Guidelines for Workplace Wellness, such as OSHA, what does the future hold?

A. OHS ADVISORY BOARD To be established.

It could include: Wellness Naturopaths, Health Practitioners
Media, Wellness Network, Food Hygiene Bureau, Consumer Bureau, for example

B. OHS ADVISORY BOARD - To lobby government for Industry Standards for Jamaica.

C. SPA STANDARDS – To include improved protocols for Spa Technicians and Spa Operators who many times are overworked.

D. A whole new world awaits in the Global Reset. Do not be in fear, embrace the unknown and Chart a New Course.

GODSPEED!

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