



the

benefit brief

the employee solutions newsletter for the clients and friends of Dupuis Langen

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DUPUIS LANGEN FINANCIAL MANAGEMENT

Suite 600, North Tower
5811 Cooney Road
Richmond, BC V6X 3M1
Phone: (604) 270-1142
Fax: (604) 270-3662

Web: www.dupuislangen.com
Email: info@dupuislangen.com

Thank you

for your referrals

Business is great and growing. If you know of anyone who would like to receive our newsletter or who would appreciate a second opinion on their group benefits plan, please let us know!

Words of Wisdom

"Live your life so whatever you lose, you are ahead."

- Will Rogers

HEALTH CAN MEAN WEALTH IN THE WORKPLACE

Have you ever wondered why some companies are more successful than others in the same business? Their products are comparable and their prices competitive but one will attract more customers than the others! The answer may be that customers simply like doing business there because of the excellent response from service staff who enjoy a healthy workplace.

WHAT IS A HEALTHY WORKPLACE?

It's an environment where the physical and emotional needs of the employees are being met and the result is enhanced productivity, attendance and retention for the company. It's a setting where employees are better able to deliver results that produce satisfied customers because managers give them the knowledge and skills to do their jobs, the freedom and authority to service their customer's needs, and the praise and rewards that go with a job well done.

Successful business leaders recognize the link between customer satisfaction and healthy employees. Its not an either/or proposition... employee and customer satisfaction feed off each other. Business owners know the importance of delivering superior customer service and they acknowledge that you can't possibly do that if your employees are stressed, ill or injured. Healthy employees can help your business to run smoothly, grow and succeed. Conversely, employees facing personal challenges such as depression, addiction, or health problems without support, can have a negative impact on your business. Employee health is not just a figure in the expense column...it can mean a healthier bottom line for the company as well.

STRATEGIES FOR WORKPLACE WELLNESS

- ▲ Offer health promotion programs to educate employees about healthy lifestyle choices and illness prevention.
- ▲ Introduce Employee Assistance Programs (EAPs) that offer confidential third-party counseling and advice on subjects ranging from depression, to elder care, to financial and marital problems. And show that its acceptable to use these programs.
- ▲ Provide early intervention services to bridge the gap between a disabled employee and the workplace, easing the process of returning to work after an injury or lengthy illness.

- ▲ Develop an ergonomics program to fit the job to the workers. An ergonomics program can play a key role in injury prevention. In fact it has been an important factor in preventing the types of musculoskeletal injuries that contribute to increasing workplace disabilities.

A complete program includes education about risk factors and causes of injuries and encourages good habits in posture, body mechanics and exercise at work, at home and at leisure. It also focuses on workstation design with a view to reducing the repetitive strain injuries caused by sitting or standing in one place while repeating tasks. Ergonomic studies and tools reduce backache, shoulder pain, wrist pain and eyestrain.

Help [create a culture of success](#) in your organization by encouraging:

- ▲ A sense of belonging
- ▲ Meaningful involvement
- ▲ Learning and challenge
- ▲ Social and supervisory support
- ▲ Job clarity
- ▲ Pride in the job
- ▲ Overall job satisfaction
- ▲ A balance between effort and reward
- ▲ Suitable physical working conditions
- ▲ A balance between job demands and employee control over the job

And finally, here are some simple tips for staying well!

1. Plan to have fun! Schedule some time in your day for your own enjoyment. Its not selfish, frivolous or unproductive! On the contrary, enjoyable activities can help build strength, boost self-esteem and provide a chance to reduce stress.
2. Do things you want to do, not things you feel you should do.
3. Appreciate each day and enjoy the little things like your children's laughter, your pet's antics or a walk with your sweetheart.
4. Play. Do things with friends or family whose company you enjoy.
5. Laugh. Laughter is a healing activity. It has a positive physical effect, giving the heart and lungs a workout. Laughter also builds bridges between people and relieves stress.