

(We)Illness Starts with We

Transforming the Lives of Your Employees Starts with You!!!

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**The pandemic allowed a rethinking of
careers, work conditions and long range
goals**

Post Pandemic

**The Great
Resignation**

The Big Quit

The Big Reshuffle

It is an ongoing economic trend in which employees have voluntarily resigned from their jobs en masse, beginning in early 2021, in the wake of the COVID-19 epidemic

Severely Impacted

Healthcare

Education

Hospitality

All Industries

Reasons Cited

Wage Stagnation

Cost of Living

Advance Opps

Job Satisfaction

Lack of Benefits

Remote Work

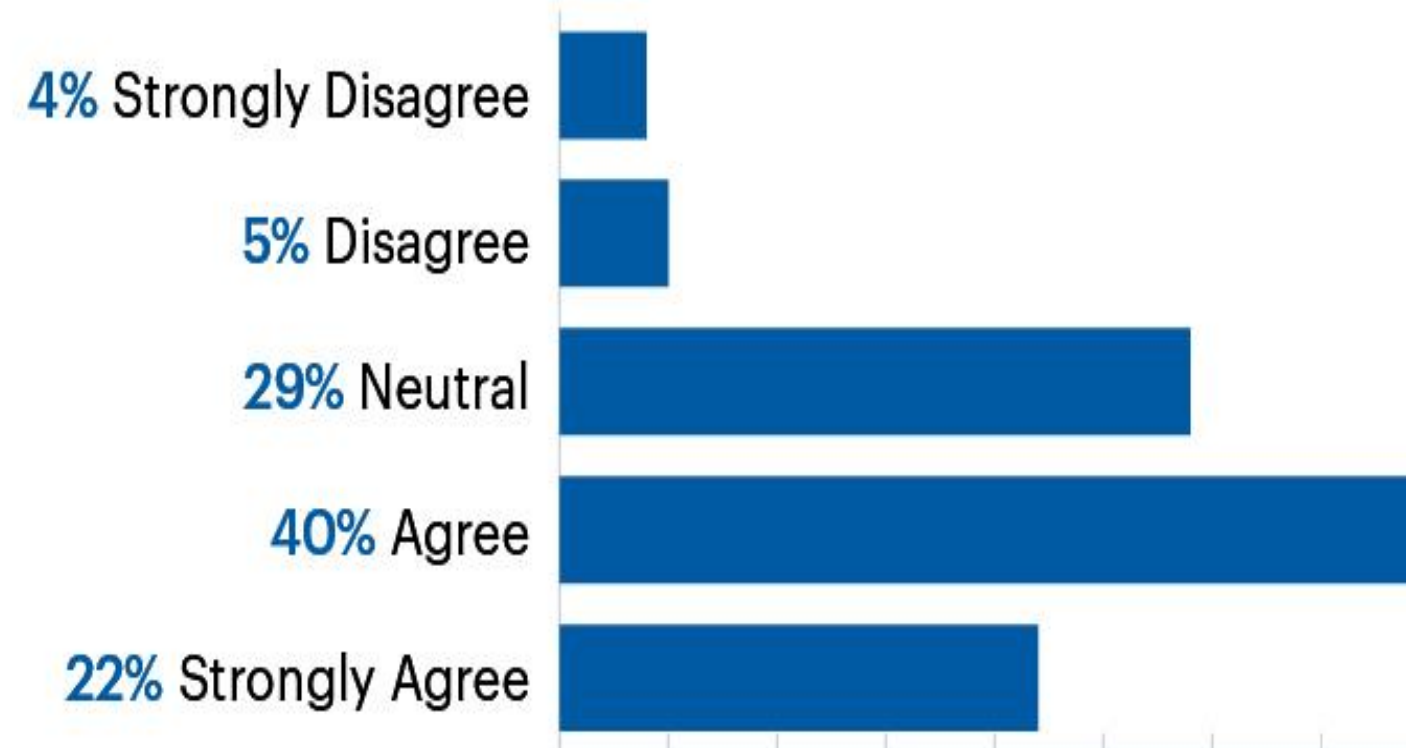
Toxic workplace

Employers must realize that their employees now have as a primary goal to achieve better work-life balance and having more attention focused on their well-being

“According to the research, less than half of employees feel their company prioritizes their well-being. Employers need to understand the types of benefits that are most important and promote those benefits to avoid losing out on current and prospective talent.”

-Alison Stevens, Director of HR Services, Paychex

Benefits that support employee well-being are a top priority for those seeking new job opportunities



CREDIT: AMAZON.COM

The five areas of employee well-being, ranked from most to least challenging for employees



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What Defines Employee Well-being

Employee well-being goes far beyond physical health. It's about nurturing the vibrancy and growth of individuals within your organization, including their emotional, social, financial and career wellness

Wellness and Well-being

An Emotional Topic



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Medical Student and Resident Wellness Reform Measures

Suggestions to Employers

Employer actions that employees say would improve their well-being

1. Offer additional time off **35%**
2. Provide better mental health benefits **29%**
3. More adequately staff the company **28%**
4. Provide better health insurance **28%**
5. Provide better financial wellness training and benefits **27%**

Mental Health

- Open communication about mental health
- Provide educational resources
- Manager mental health training
- Make clear benefits offered

WHAT IS THE PATH FORWARD?

Seven Step Plan

Management Commit
Wellness Committee
Collect data
Develop a plan

Choose actions
Supported environment
Evaluate and modify

'SIP



Intellectualization

Will Not Get It Done!!!!

TAKEAWAYS

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THANK YOU

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