



PHYSICIANS QUALITY CARE

## Your Healthy Workplace

APRIL 25, 2025

# STRESS IN THE WORKPLACE

**T**ax Day may be over, but for many people, it's just one less thing to worry about. Some 55% of Americans experience stress every day, says the American Institute of Stress.

And the impact of that stress at the workplace is costly. "Employee burnout can cost employers millions each year," say researchers at the CUNY School of Public Health. They looked at several ways to estimate that cost, finding it can cost up to 2.9 times the average cost of health insurance and up to 17 times the average cost of employee training.

### What employers can do ...

► Foster a supportive culture where employees can feel safe voicing stress or mental health issues. Some employers use suggestion boxes where employees can share a stressful situation at work privately.

► Lead by example. Supervisors should publicly share coping strategies. Over time, such openness reduces stigma and encourages people to seek help earlier.

► Offer comprehensive mental health benefits and resources. Treat therapy and counseling on par with physical health care, including Employee Assistance Programs (EAPs) for confidential support. Studies show every dollar spent on treatment can

generate fourfold returns through reduced absenteeism and better productivity.

► Encourage work-life balance; discourage after-hours emails and texts, set limits to overtime and encourage taking vacation days. Some employers offer a quiet room for employee breaks.

► Implement wellness programs. Sponsor yoga classes, walking groups, or gym discounts to leverage exercise as a proven stress-buster. Let Physicians Quality Care OCCMed help. (See story at right.)

*Source: EHS Today*

**April is Stress Awareness Month – and a good time to address the issue in your workplace.**



## It pays to become a Tennessee Drug-Free Workplace

**E**mployee substance abuse drains more than \$100 billion from American businesses every year.

Companies that become a certified Tennessee Drug-Free Workplace find that an investment in education, prevention and assistance programs pays dividends for both themselves and their employees.

For example, certified companies receive a 5



percent premium credit on workers' compensation insurance policies and a shift in the burden of proof in workers' compensation claims involving a positive alcohol or drug test.

Physicians Quality Care OCCMed will help with training, certification and testing. Contact OCCMed Director Jennifer Carmack at 731-984-8400 or [jennifer@occmedjackson.com](mailto:jennifer@occmedjackson.com).

## Let's Get Physical!

Welcome spring with an employee wellness program. From walks at lunchtime or after-hours exercise classes, Physicians Quality Care OCCMed will help you set up a wellness program.

Research points out that employees feel more energetic, sleep better and even take fewer sick days when they can conveniently participate in a wellness program at their worksite. These programs also decrease stress and promote a happier workplace.



Contact OCCMed Director Jennifer Carmack at 731-984-8400 or [jennifer@physiciansqualitycare.com](mailto:jennifer@physiciansqualitycare.com) to get started!

## We speak OSHA!

To help you comply with OSHA, we offer ...

- On-site CAOHC-certified audiometry in our mobile unit
- DOT, non-DOT & hair follicle drug screening
- Breath- & blood-alcohol testing
- Health fairs
- Strength & agility testing
- NIOSH-approved pulmonary function testing
- DOT, wellness & preemployment physicals
- Respirator-fit testing & respirator medical evaluations
- Heavy-metal testing
- Industrial hygiene: noise sampling, air sampling, dust sampling, etc.
- Nerve conduction studies
- X-rays and EKGs

## Physicians Quality Care OCCMed

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**Office Hours:** 9am–5pm weekdays • **On-site Services:** Available 24/7 by arrangement

**Clinic Hours:** 7am–7pm Mon–Sun (Patients use urgent care clinic after OccMed closes.)