

Holistic Occupational Stress Therapy (HOST)

Presented by: InEssence

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What is HOST?

- HOST is the deployment of Holistic Therapies to treat Occupational Stress and Stress Related conditions
- Aromatherapy, Reflexology, Acupuncture, and Therapeutic Massage are some of the modalities classified under Holistic Therapies

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Why use Holistic Therapies?

- Holistic Therapies provide a preventative, non-invasive, non-chemical, uplifting alternative method of treating stress and other ailments continuously in an occupational setting
- Can be utilized in Occupational Health as a tool to enhance service delivery to companies
- Focus on “Prevention” rather than “Symptomatic Relief” – more cost effective

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Applications for HOST in Occupational Health

- Stress / Workplace Violence
- Short-Term Memory Loss
- Headaches
- Anxiety
- Depression
- Sleep Disturbances
- Temporomandibular Joint Syndrome
- Pre-Menstrual Syndrome
- Muscular Pain
- Hypertension (Part of Treatment plan for Chronic Illness)

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Why must Stress be treated in the Workplace?

- A staggering 600 employees per 1000 are manifesting symptoms of stress (Afrox S.A. Statistics 2006)
- 230 per 1000 employees suffer from illness caused by exposure to stress (Afrox S.A. Statistics 2006)
- For any employer this indicates a loss in revenue because stress impacts on productivity, sick leave, and indirectly on turnover of staff.

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What is STRESS?

- Stress can be defined as any threat to an organism's homeostasis.
- The function of the stress response is to maintain homeostasis and may involve both physiological and behavioural adaptations
- Stress becomes harmful to us when there is no natural end to a stressful situation or when stress continues over a prolonged period of time

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Stress Causing Factors

- Moving jobs or houses
- Economic circumstances, or work related
- Death of relative, friend or co-worker
- Social isolation
- Relationship problems
- Political factors or ongoing violence
- A fast lifestyle

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Body Reaction to Stress

- Fight or Flight response -**Alarm phase** - breathing and heart rate speed up. More blood pumped to organs i.e muscles & brain. Excretion of stress hormones i.e adrenalin increases
- Cannot sustain high level activity, switches to **Resistance phase**, trying to return its functions to normal level
- If 2nd phase continues extended period, enter **phase three** - vital functions disturbed, systemic illness (repression of the immune system) occurs

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Long Term Effects of Stress

- Drain the adrenal glands
- **Deplete nutrients and energy** reserves in body - creates an overall state of exhaustion
- Negative effect on **blood pressure** and **cholesterol** levels - causes damage to the heart and blood vessels
- **Stomach** will secrete more acid
- **Brain** starved of glucose, impairing mental ability
- Situation impacts on **immune system** - leaves the body susceptible to infection and illness i.e. **diabetes, heart disease, high blood pressure, stroke and cancer**
- Related stress physical symptoms like **organ damage** are caused by stress hormones

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Why should Companies Implement HOST?

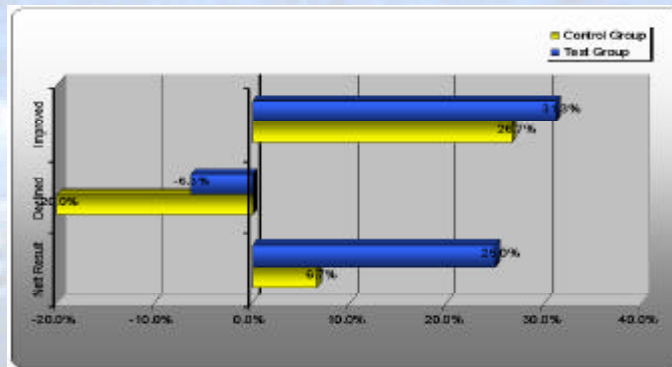
- Absenteeism costs South Africa R12 billion annually
- When a person is highly stressed for a period of more than a month, it doubles his/her chances of catching a cold (Immune Dysfunction)
- The greatest impact on **getting sick** was **work-related stress** and problems within personal relationships
- absenteeism (sick leave) and turnover of staff is reduced and productivity and profitability is increased

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Pilot Study Result on Absenteeism



Physical Question "o"



Graph 76:

Question: Have you been absent from work [during the trial period]?
Control Group: Slight Improvement. **Test Group:** Further Improvement.
Results Rating: Slight Improvement.

2006 Sick Leave Statistics



2006 Sick Leave Statistics

23% stress-related sick leave	1 Day sick leave	3 Day sick leave
Once a year	230 work days lost	690 work days lost
Twice a year	460 work days lost	1380 work days lost
Three times a year	690 work days lost	2070 work days lost

Table 12: Sick leave and the workforce

The COST of STRESS

Stress is costing the “Work World” an amazing \$300 billion dollars per year

On average, U.S. companies are spending \$7,500 annually, per employee, on stress-related compensation claims, health insurance costs, reduced productivity, absenteeism, direct medical expenses and employee turnover

Pilot Study Results



The Application of HOST in Occupational Health

Workplace Violence and Stress

- WORKPLACE VIOLENCE is one of the more severe manifestations of stress due to over exposure to stressors and no management strategy
- David Lewis says, "Many workers today are sinking under a deluge of data . . . Overwhelmed by information, . . . they become stressed out, reckless, paralysed by analysis."
- Employees are starting to bring litigation against employers claiming WORKPLACE BULLYING

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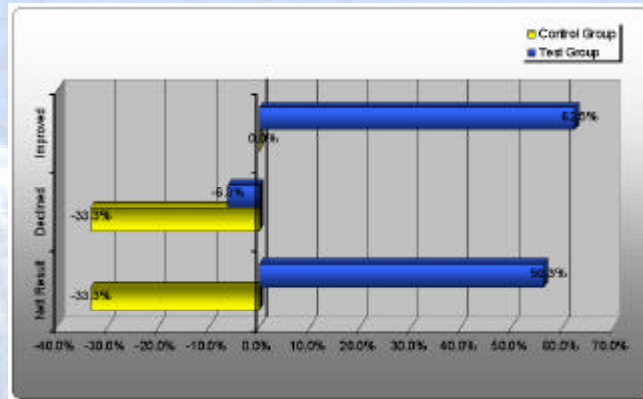
HOST as Pro-active Solution for Workplace Violence

- HR is forced to implement certain safety procedures to safeguard their employees
- HOST should form part of a Management Strategy
- If you manage stress in a controlled ongoing manner in the workplace, implementing HOST as a benefit that can be utilized by employees, the bottom line of cost to the company can be reduced

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Pilot Study Result

Physical Question "t"



Graph 81:

Question: Do you have anger outbursts at home or at work?

Control Group: Significant Declined.

Test Group: Enormous Improvement.

Results Rating: Absolute Outstanding Improvement.

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Prevention of Hypertention in Health Care

“It is certainly important that hypertension be treated aggressively; however, all health care providers who treat patients with hypertension must stress the need for disease prevention. The problem of hypertension will never be solved without primary prevention. Prevention of hypertension in the primary care setting gives health care providers an opportunity to intervene and head off the tremendous cost involved in managing hypertension and its subsequent complications” (Maslakowski, 2007:9).

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Pilot Study Cardiac Output Result

Cardiac Output Results

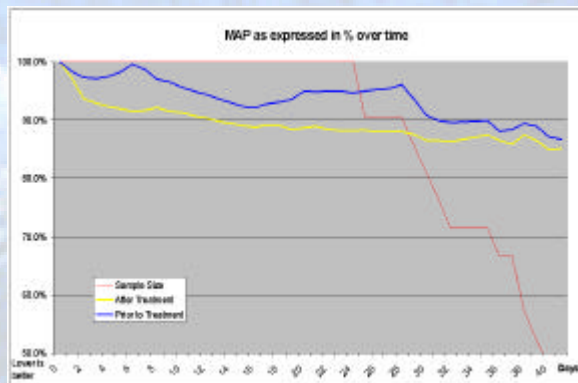
Cardiac Output	Start of test period	End of test period
Test Group Before Treatment	7694.4	6594.1
	Improvement:	14.3%
Test Group After Treatment	7789.5	6358.9
	Improvement:	18.4%

Table 16: Cardiac output "Before" and "After" results of the Test group

Afrox health profile for employees suffering from ischemic heart diseases indicate a figure of 284,438 years of life lost.

Pilot Study Main Arterial Pressure Result

Test Group MAP Before and After Treatment



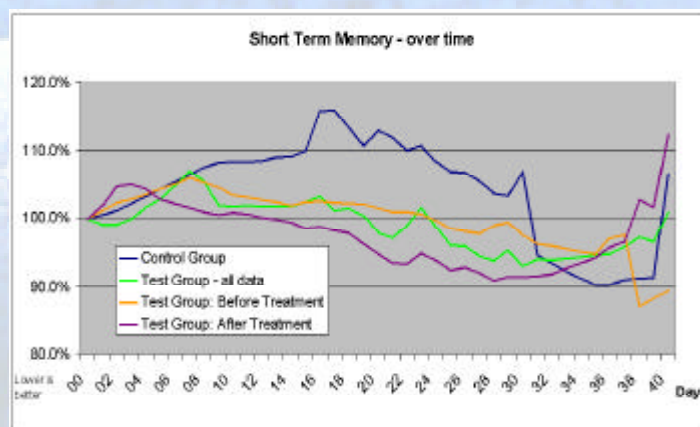
Effect of Stress on Short Term Memory

- Stress activates an enzyme in the brain, Kinase C, a protein that undermines short-term memory as well as other brain functions in the prefrontal cortex
- Chronic stress alters the neurons in the hippocampus, an area in the brain necessary for learning and memory
- Stress fuzzes your brain because it slows down the cognitive process
- The effects are largely reversible if you terminate the stress

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Pilot Study Short Term Memory Result

Short Term Memory 4



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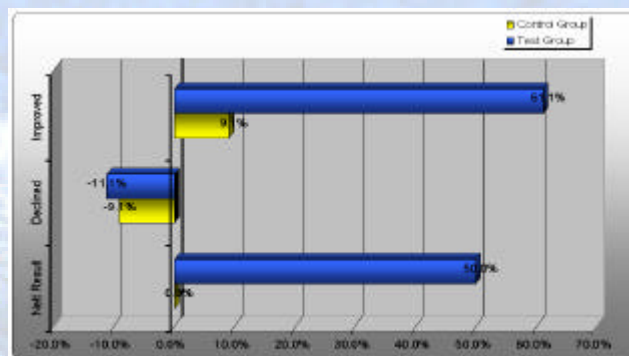
HOST and Insomnia

- If you sleep less than 5 hours per night on average your chance of suffering a heart attack nearly doubles
- Research has proven that a **consistent lack of sleep** can affect a person's **cognitive functions** including **impaired memory**, a **slower reaction time**, an **inability to concentrate**, a **shorter attention span** and a reduced ability to **learn and process new information**

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Pilot Study Insomnia Result

Zung Question 4



Graph 33:

Question: I have trouble sleeping at night.

Control Group: No Change.

Test Group: Enormous Improvement.

Results Rating: Outstanding Improvement.

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Sleep and Work

		Hours sleeping each night	5	6	7	8	9	10
		Hours sleeping in a week	35	42	49	56	63	70
Hours at work (Per 5 day work week)	Hours at work (Per week)	Hours Awake (Per week)	133	126	119	112	105	98
8	40		30%	32%	34%	36%	38%	41%
9	45		34%	36%	38%	40%	43%	46%
10	50		38%	40%	42%	45%	48%	51%
11	55		41%	44%	46%	49%	52%	56%
12	60		45%	48%	50%	54%	57%	61%
13	65		49%	52%	55%	58%	62%	66%
14	70		53%	56%	59%	63%	67%	71%

Table 8: One week consists of **168** hours. If you spend **8** hours a day at work and sleep only **6** hours per night, you are spending **32%** of your waking life at work. A person spending **12** hours a day at work (or **60** hours per week), taking in **9** hours of sleep per night will spend **57%** of his/her waking life doing work-related activities.

Daily Time Allocation



One Third of a Day: Make it Count!

- The remaining third of your day has to be divided between travel, home and family, chores and social responsibilities
- Do you find it increasingly difficult to fit exercise or stress management therapies into the remaining third of your day?

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THE SOLUTION! Bring HOST to WORK



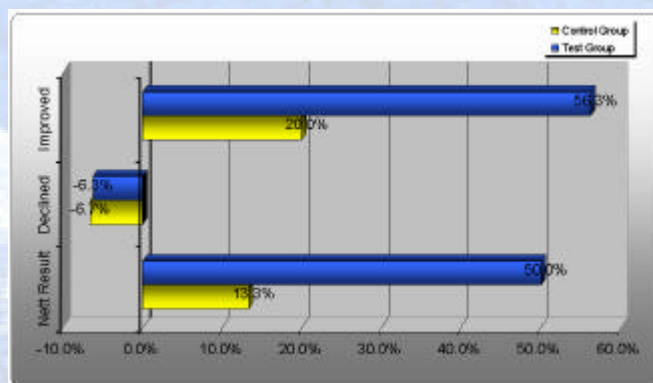
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HOST and Depression

“One type of stress reaction, depression, is predicted to be the leading occupational disease of the 21st century, responsible for more days lost in productive work than any other single factor” (Creative Stress Management, 2005)

Pilot Study Depression Result

Emotional Question “b”



Question: Feeling depressed?

Control Group: Minor Improvement.

Test Group: Enormous Improvement.

Results Rating: Significant Improvement.

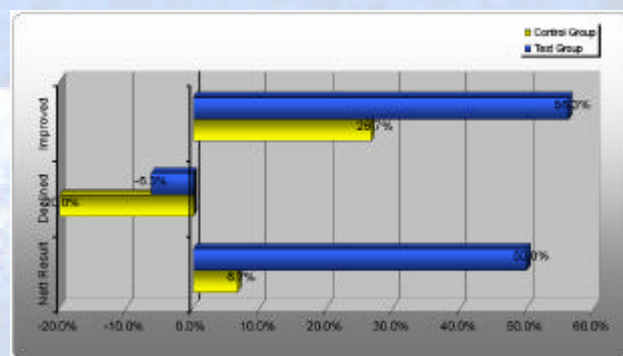
HOST and Anxiety

- Too little anxiety results in lethargy
- Too much prevent us from thinking clearly
- Unresolved anxiety causes stress
- Anxiety requires physical and/or mental action from us; when we fail to take action, it results in stress which wears out our bodies

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Pilot Study Anxiety Result

Emotional Question "e"



Question: Experiencing Anxiety?

Control Group: Slight Improvement.

Test Group: Enormous Improvement.

Results Rating: Excellent Improvement.

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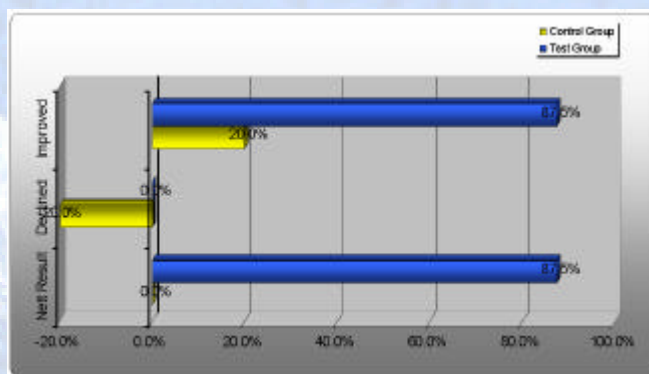
HOST and Emotional Stress

- Prolonged and too much stress influences the **adrenal glands** which stimulates the **production** of the hormone **Cortisol**
- Cortisol **reduces the body's immunity**
- Stress has an emotional as well as physical impact on us and both lead to illness

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Pilot Study Emotional Result

Emotional Question "d"



Question: Experiencing Tension?

Control Group: No Change.

Test Group: Enormous Improvement.

Results Rating: Absolute Outstanding Improvement.

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Interesting Research

“Acute psychological stress has been shown to decrease thresholds for the perception of pain”
(Mawdsley & Rampton, 2005)

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Host and Physical Stress

- Exacerbation of allergies including asthma.
- Heart attack or Stroke due to increased blood pressure, sugar and cholesterol
- Irritable Bowel Disease.
- Mood swings
- Memory disturbances.
- Substance abuse.
- Sleeplessness.
- Weight loss.
- **Anxiety disorder**
- **Chronic headache**

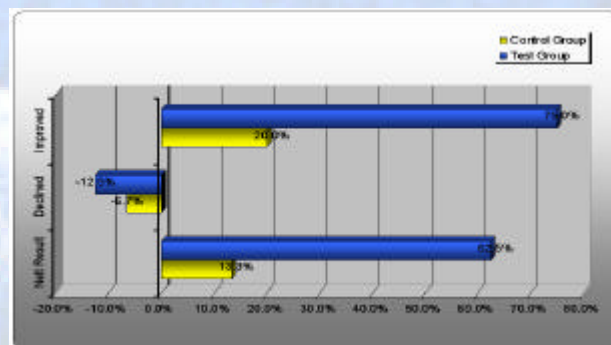
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Important to Know!

- Even when the stress factor is absent some of the physical and physiological effects of stress persist unless steps are taken to treat them

Pilot Study Physical Result 1

Physical Question "f"



Question: Do you suffer from headaches?

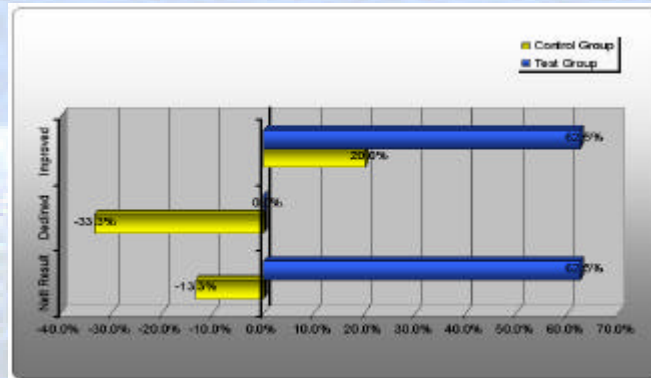
Control Group: Minor Improvement

Test Group: Enormous Improvement

Results Rating: Excellent Improvement

Pilot Study Physical Result 2

Physical Question "k"



Graph 73:

Question: Do you have rapid or irregular breathing?

Control Group: Minor Decline.

Test Group: Enormous Improvement.

Results Rating: Absolute Outstanding Improvement.

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Interesting Research

“American psychologist Dr. Edward Suarez has found that men and women with high hostility scores show much larger increases in blood pressure and stress hormones when harassed than those with low hostility ratings. Specifically, he believes the frequent surges of adrenalin experienced by high hostility people account for their generally higher than average cholesterol levels – because cholesterol also shoots up when we are under stress” (Suarez as cited by Thomas, 2002:47,49).

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Keep the workforce at work

In good health

In good spirit

In good mind

In balance

