



Welcome to the FastPulse newsletter.

The FastPulse tailor made wellness model is based on the following fundamental elements:

- 1) Comprehensive needs assessment to measure the level of risk and existing wellness initiatives within the organisation.
- 2) Solutions tailored to specific needs and culture of the organisation.
- 3) Integration of initiatives and interventions to maximise effectiveness.
- 4) Measurement-driven refinements.
- 5) Prevention focussed with active encouragement to participate.
- 6) Aligned with company business and economic goals.
- 7) An organised and multifaceted programme.
- 8) Human capital preservation and enhancement.



Everybody wins with an EAP

Numerous studies have shown that employees' personal problems can result in absenteeism, poor job performance, increased on-the-job accidents, and higher medical benefit costs. Managers and supervisors are generally unable to recognize and offer solutions to employees' personal problems. An Employee Assistance Program (EAP) is a confidential counselling service, paid for by the employer, that is designed to help employees and family members who have personal problems that can interfere with their work and family life.



Job stress and health

Stress sets off an alarm in the brain, which responds by preparing the body for defensive action. Short-lived or infrequent episodes of stress pose little risk. But when stressful situations go unresolved, the body is kept in a constant state of defence (sometimes called the fight or flight response), which increases the rate of wear and tear to biological systems. Ultimately, fatigue or damage results, and the ability of the body to repair and defend itself can become seriously compromised. As a result, the risk of injury or disease escalates.



Many studies have looked at the relationship between job stress and a variety of ailments. Mood and sleep disturbances, upset stomach and headache, and disturbed relationships with family and friends are examples of stress-related problems that are quick to develop and are commonly seen. These early signs of job stress are usually easy to recognize. But the effects of job stress on chronic diseases are more difficult to see because chronic diseases take a long time to develop and can be influenced by many factors other than stress. Nonetheless, evidence is rapidly accumulating to suggest that stress plays an important role in several types of chronic health problems-especially cardiovascular disease, musculoskeletal disorders, and psychological disorders.

Early warning signs of job stress:

- Headache
- Sleep disturbances
- Difficulty in concentrating
- Short temper
- Upset stomach
- Job dissatisfaction
- Low morale



