

Total Worker Health™: Effective Elements In Bringing Safety and Health Together

Dave Adams

Sr. Safety Management Consultant

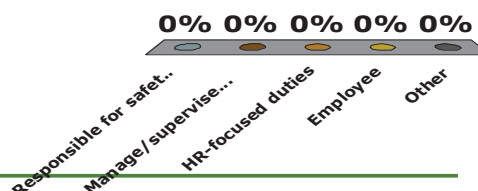


Objectives

- At the completion of this session, attendees should be able to:
 - Explain the concept of Total Worker Health™.
 - Describe organizational strategies that integrate safety, health, and well-being.
 - Identify small, effective changes to make in the workplace.

Which best describes your role within your organization?

- A. Responsible for safety, health, or wellness program oversight
- B. Manage/supervise employees
- C. HR-focused duties
- D. Employee
- E. Other



Total Worker Health™

What is Total Worker Health?

A comprehensive organizational strategy that **integrates occupational safety** and **health** protection **with health promotion** to prevent worker injury and illness and advance well-being—24/7.

Wellness - safety and health $\neq$ Total Worker Health

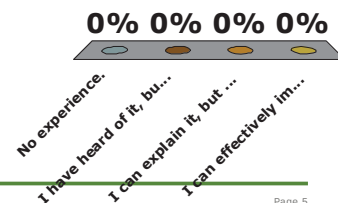
Source: <http://www.cdc.gov/niosh/twh/totalhealth.html>

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4

Your experience/comfort with Total Worker Health™ ?

- A. No experience.
- B. I have heard of it, but I'm unclear what it is.
- C. I can explain it, but I wouldn't stand up and volunteer to share with the group.
- D. I can effectively implement concepts into my organization.



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Page 5

What influences well-being?

- Workplace factors
 - Workplace climate
 - Shift work, sleep debt
 - Work-life conflict
 - Work stressors
 - Sedentary work
 - Task design
 - Work environment

6

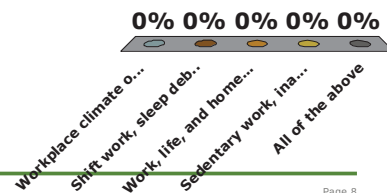
What influences well-being?

- Workplace factors
 - Workplace climate
 - Shift work, sleep debt
 - Work-life conflict
 - Work stressors
 - Sedentary work
 - Task design
 - Work environment
- Personal factors
 - Family dynamics
 - Fatigue and sleep issues
 - Life-work conflict
 - Personal stressors
 - Inactivity
 - Chronic conditions
 - Substance abuse

7

Which of these factors do you feel is **most** common in your organization?

- A. Workplace climate or culture
- B. Shift work, sleep debt, fatigue
- C. Work, life, and home stressors
- D. Sedentary work, inactivity
- E. All of the above



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Page 8

Why health improvement?

- Personal factors may contribute to injuries, even if hazards are well-controlled and management commitment is solid.
- Life and work are both impacted, whether the injury occurs at work or at home.
- Lifestyle and job risks are interdependent.
- Chronic conditions impact frequency and severity.

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Page 9



Key issues: presenteeism and functional fitness



A word about fitness...

- Cardiovascular fitness is important for heart health *and* cognition.
- Functional fitness is training your body to handle real-life situations
 - Core stability, muscle symmetry, strength, and ability to control movement are critical to injury prevention.



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11

How is Total Worker Health™ different?

	Traditional health promotion programs (wellness)	Health protection programs (safety)	Total Worker Health™
Intervention target	Individual behaviors		
Assumptions about responsibility for worker health	Individual employees		
Audience	Individual employees		
Program planning	Outside experts, HR, wellness committee		

Adapted from Glorian Sorensen, 2010; Steven Sauter, NIOSH, 2011

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How is Total Worker Health™ different?

	Traditional health promotion programs (wellness)	Health protection programs (safety)	Total Worker Health™
Intervention target	Individual behaviors	Work environment	Individual behaviors, work environment, organization, and culture
Assumptions about responsibility for worker health	Individual employees	Organization	Shared between employees and management
Audience	Individual employees	Management, occupational safety and health professionals, safety committee	Management at all levels, union, employees
Program planning	Outside experts, HR, wellness committee	Managers, occupational safety and health professionals, safety committee	Collaboration among committees and programs, 24/7

Adapted from Glorian Sorensen, 2010; Steven Sauter, NIOSH, 2011



L. Casey Chosewood, MD
Senior Medical Officer, Total Worker Health™
National Institute for Occupational Safety and Health



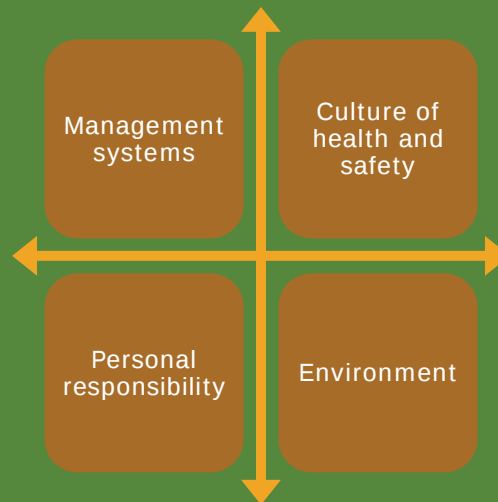
NIOSH

Silos create inefficiencies and gaps.



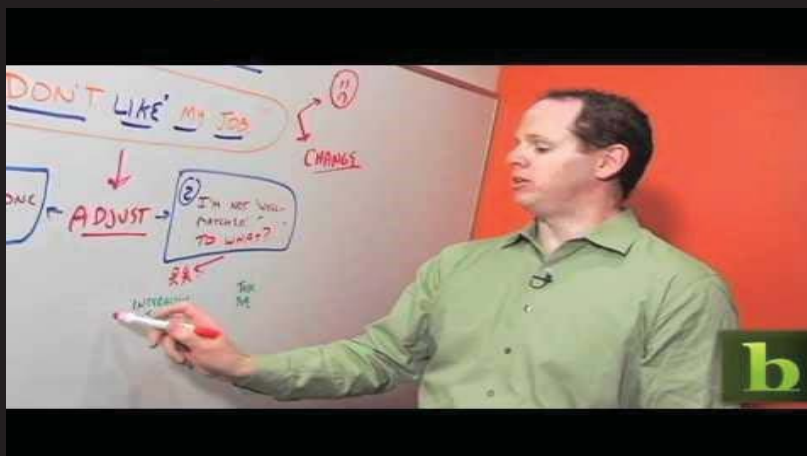
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Four cornerstones



MUST HAVE ALL FOUR FOR AN EFFECTIVE TWH EFFORT

Leadership videos at
www.groupharmonics.com





Our approach....



19

What to eat...



Eat healthy foods



Stay hydrated

What to do...



Get good sleep



Move intentionally

What to avoid...



Chronic stress



Nicotine

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✓ Each has organizational level strategies.

✓ Each impacts the frequency and/or severity of injuries.

✓ Each addresses a risk factor for chronic disease.

✓ Organizational focus helps keep it simple.



Eat healthy foods



Stay hydrated



Get good sleep



Move intentionally



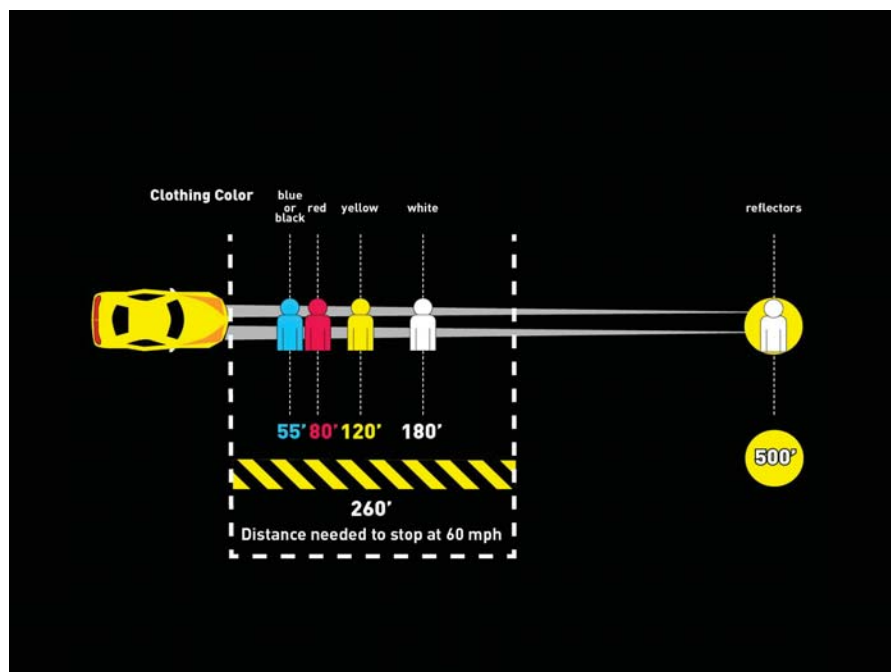
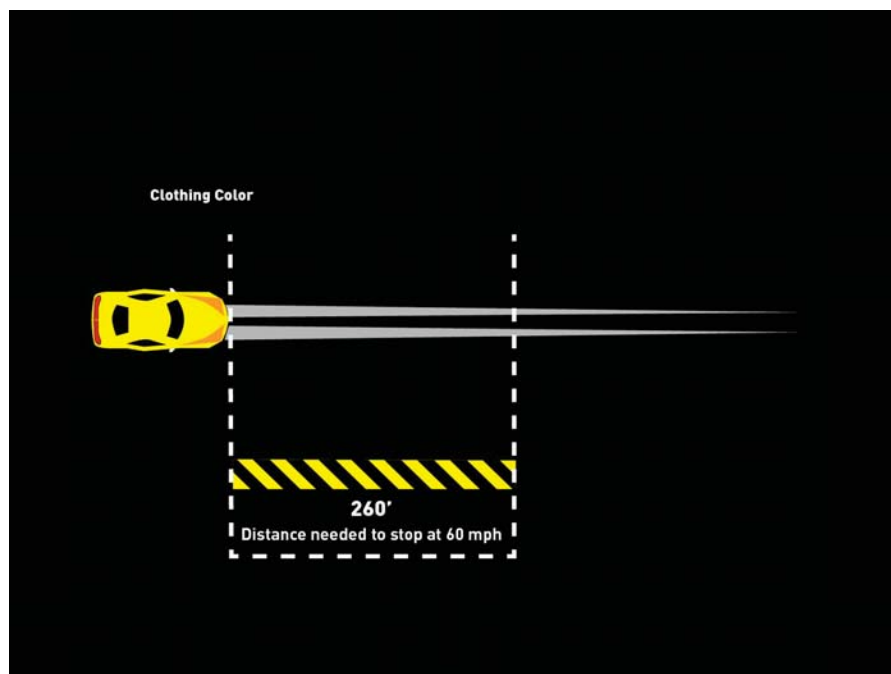
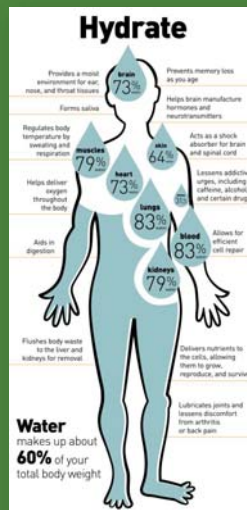
Avoid chronic stress

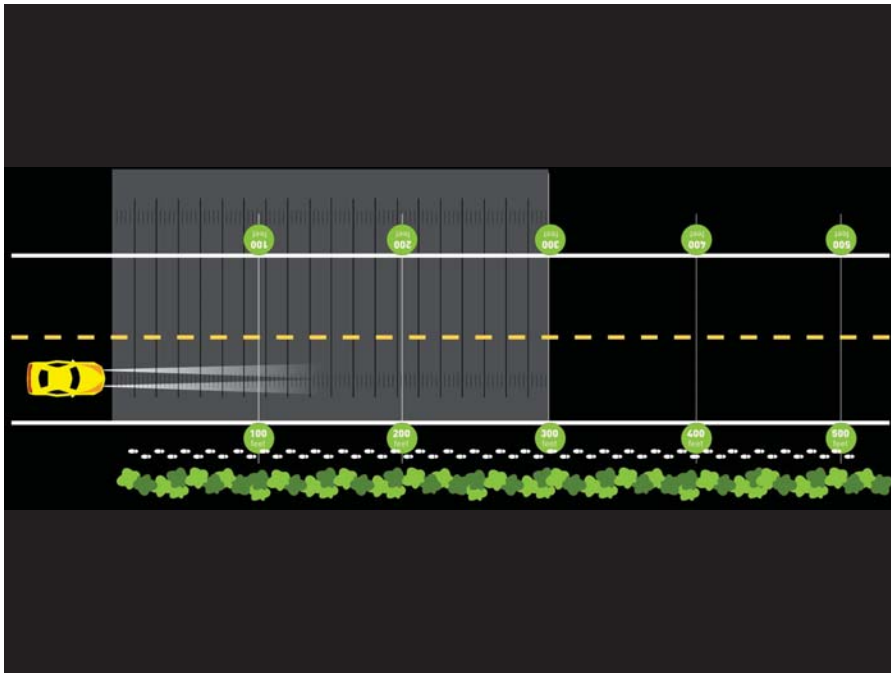


Avoid nicotine

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Activities: Move Hydrate Relax





Consider an organizational approach that...



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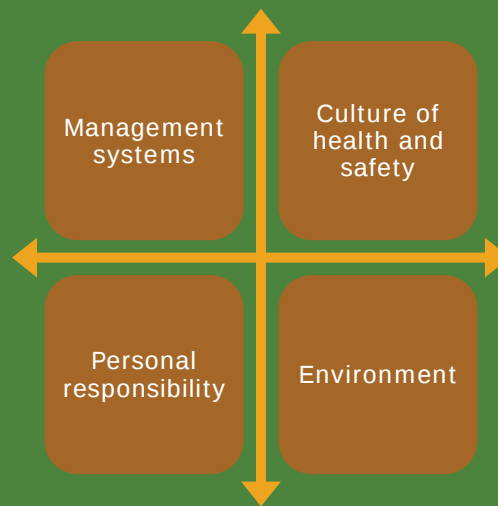
26

Lighting and contrast matter



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Four cornerstones



Activity: Brainstorm ways you can help create an environment that supports health improvement.



Group Activity:



Challenges



Steps to take

Challenge: Work schedule and flexibility

- Workers want, need, and will seek out more flexibility.
- Organizing work around people is less stressful on the workforce than organizing people around the work.
- There may be challenges to making work schedules more flexible for all employees

Challenge: Workplace Policies

- Every workplace policy has an effect on the health of your workforce.
- Viewing decisions through the safety lens to ensure policies positively impact health can be difficult.
- Policies are often not written to make them more worker-friendly.

Challenge: Work-Life Balance

- It is a balancing act between work-productivity and home/life conflict.
- “Do more with less” seems to be the norm, not the exception.
- Many people think about work at home and home at work. It can be difficult to “disconnect.”

Challenge: Sustaining Ongoing efforts

- New programs, start-up incentives...

The next wellness “gotta have”

- Employees may expect the newest program will become permanent.
- There’s often reluctance in trying new safety, health, and wellness programs.

Challenge: Leadership

- Senior leadership demonstrating their commitment to Total Worker Health.
- Building trust can be difficult when there is fear of leadership.

Challenge: Partnerships

Often, the person(s) responsible for coordinating these activities:

- Doesn’t know where to find materials
- Duties aren’t a normal part of their job - often leaving these responsibilities unstaffed.

Challenge: Well-being both on and off the job

- Some workplace cultures view talking about well-being at home as an invasion of privacy.
- Often, these viewpoints produce reluctance from employees to participate in wellness programs, even while at work.

Challenge: Move intentionally

- Most workers have the awareness that we need to move more intentionally throughout the day.
- Most organizations leave the responsibility up to workers to move more.



Resources



CDC Home

Centers for Disease Control and Prevention

CDC 24/7: Saving Lives. Protecting People.™

NIOSH

All CDC Topics

SEARCH

SEARCH

A-Z Index for All CDC Topics

TOTAL WORKER HEALTH™

Nurses: Work Hours

New training provides strategies to reduce risks of fatigue

Learn More >

TOTAL WORKER HEALTH™

"Total Worker Health is more than the sum of its parts—it's a synthesis of all aspects of health that create worker well-being."

– John Howard, MD, NIOSH Director

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What is Total Worker Health™?

Total Worker Health™ integrates occupational safety with workplace policies, programs and practices that prevent disease to advance worker safety, health and well-being.

Today, emerging evidence recognizes that both work-related factors beyond the workplace jointly contribute to many of the health problems that confront today's workers and their families. Traditional health programs have been compartmentalized, focusing separately on safety, reducing worker exposures to work environment itself. And most workplace health programs have focused exclusively on lifestyle factors off-the-job that place growing body of science supports the effectiveness of comprehensive workplace interventions that integrate health promotion programs.

<http://www.cdc.gov/niosh/twh/>

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See Also

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Center for the Promotion of Health in the New England Workplace

Events

- July 13, NIOSH Total Worker Health™ Webinar: Secondary Work Strain: The "Why" and the "How"
- July 26, "Total Worker Health™" class: The "Why" and the "How"

Announcements

- Evaluate our Healthy Workplace Toolkit
- CDC-NEH Advances Nurse Leadership in Public Response (WUHR Cognoscenti article)
- Laura Purnell interviewed for NPR Broadcast on Nursing Injuries

Emerging Topics

- Implications for alternative computer input devices
- Assault among nursing home workers
- Compassionate health and wellness

Our Research

- About Nursing Aides – Promoting physical and mental health of caregivers through lower disciplinary interventions
- About Correctional Officers – Health improvement through training and employee control (NIJSC)
- Health and Safety/Work – Disrupting research on health and safety programs to benefit working people
- Pilot Grants Program – The CHENW Pilot Grant Program awards researchers small grants of up to \$11,000

Center for the Promotion of Health in the New England Workplace • One University Avenue, Room 205, Lowell, MA 01850

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<http://www.uml.edu/Research/centers/CPH-NEW/>

WorkLife

A National Institute for Occupational Safety and Health Initiative

October 2008

Essential Elements of Effective Workplace Programs and Policies for Improving Worker Health and Wellbeing

Introduction

The Essential Elements of Effective Workplace Programs and Policies for Improving Worker Health and Wellbeing is a resource document developed by the National Institute for Occupational Safety and Health (NIOSH) with substantial input from experts and interested stakeholders.

This document, a key part of the NIOSH WorkLife Initiative, is intended to provide a framework for developing effective workplace programs and policies that promote worker health and well-being. The document is organized into three main sections: the Essential Elements of Effective Workplace Programs and Policies, the Essential Elements of Effective Workplace Programs and Policies, and the Essential Elements of Effective Workplace Programs and Policies.

The WorkLife Initiative is intended to identify and support comprehensive workplace programs and policies that promote worker health and well-being. The document is organized into three main sections: the Essential Elements of Effective Workplace Programs and Policies, the Essential Elements of Effective Workplace Programs and Policies, and the Essential Elements of Effective Workplace Programs and Policies.

The Essential Elements of Effective Workplace Programs and Policies, presented below, are organized into three main sections: the Essential Elements of Effective Workplace Programs and Policies, the Essential Elements of Effective Workplace Programs and Policies, and the Essential Elements of Effective Workplace Programs and Policies.

Organizational Culture and Leadership

- Develop a "Bottom Line" for Worker Health and Wellbeing. Effective programs that promote worker health and well-being require a commitment from the organization's top leadership. A "Bottom Line" for Worker Health and Wellbeing is a statement that reflects the organization's commitment to worker health and well-being. The statement should be endorsed by the organization's top leadership and should be integrated into the organization's overall mission and vision.
- Engage and Empower Workers. Workers are the key to the success of any workplace program that promotes worker health and well-being. Workers should be engaged in the development and implementation of the program and should be empowered to take action to improve their health and well-being.

TOTAL WORKER HEALTH™

Integrating Occupational Safety and Health with Workplace Policies, Programs, and Practices

Worksheet to Help You Get Started on Program Design, Implementation, and Evaluation

This worksheet was adapted from The Whole Worker: Guidelines for Integrating Occupational Safety and Health with Workplace Policies, Programs, and Practices in the California Department of Industrial Relations.

Conduct a Workplace Health Assessment, gathering information on:

- What are the issues at your workplace?
 - Site visits
 - Employee surveys
 - Health benefits
 - Health care claims
 - CDC Health Issue Card
- Choose the issue (or issues) to be addressed.
 - Why was this issue selected?
 - High interest to your workforce?
 - Shown to be a high cost factor?
 - Other?
- Who will be involved?
 - Management
 - Workforce
 - Loss control
 - Workers' compensation
 - Employee health
 - Occupational safety and health
 - Other?

For more information about how to conduct a workplace health assessment, see the National Healthy Workplace Program.

Worksheet to Help You Get Started, NIOSH Total Worker Health™

TOTAL WORKER HEALTH™

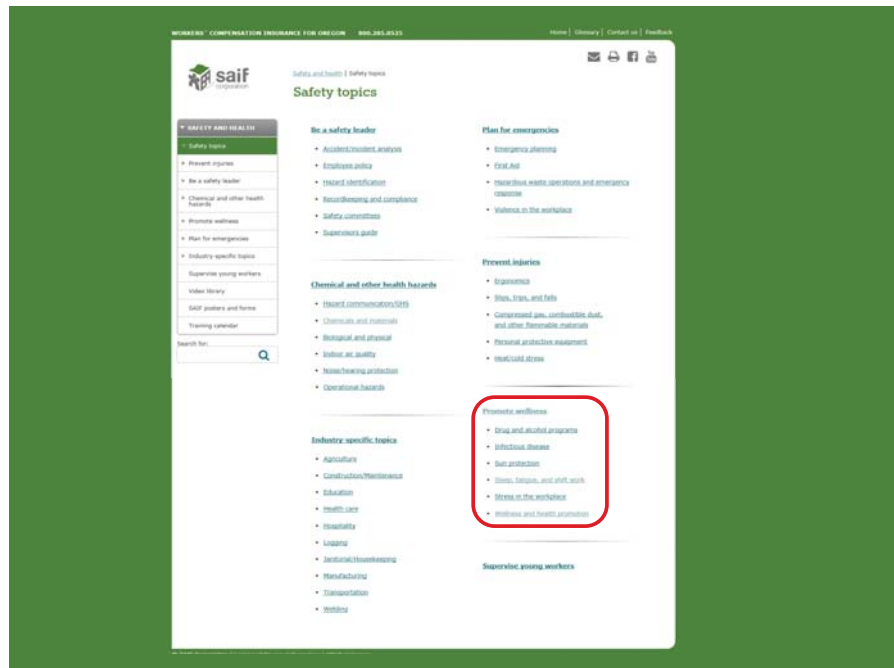
Integrating Occupational Safety and Health with Workplace Policies, Programs, and Practices

Ideas You Can Implement Right Now to Integrate Health Protection and Health Promotion

Even small steps can start you on the path toward a safer and healthier workplace. The following resources provide examples of simple ways you can begin integrating safety, health, and well-being.

- Dedicate a portion of time at meetings for updates from other departments.
 - Share experiences regularly and have routine two-way communication.
- Hold joint meetings between health protection and health promotion.
 - As you make more progress, invite other departments, e.g., disability management, human resource benefits, workers compensation, etc.
- Discuss plans for the future so that health protection and health promotion leaders coordinate strategies.
 - Address the shared goal of improving worker safety, health, and well-being by developing shared activities and objectives.
 - Encourage cross-marketing, e.g., a health promotion initiative to reduce stress could be tied to coincide with presentations on work scheduling and job control.
- Ask employees what factors are getting in the way of their safety, health, work-life balance, or productivity.
 - What connections do employees see among the challenges they've identified?
 - How can employees help develop or suggest low-cost, feasible solutions to their concerns?
 - Do employees feel their privacy is fully protected?
- Sponsor brief lunch-and-learn sessions.
 - Share introductory materials on occupational safety and health with wellness staff and vice versa.
 - Ask each group to cross-train others on foundational principles specific to their field.

Ideas You Can Implement Right Now, NIOSH Total Worker Health™, Page 1 of 2



Wellness and health promotion

Healthy workers are more productive and attentive, and have fewer absences and work-related accidents. Browse these resources to learn what you can do to keep your employees healthy and safe.

Integrating health and safety

Preventing injuries by promoting health [PDF]

Studies show that a healthy, fit worker is also more alert and able to respond more quickly to unexpected events. [Total Worker Health™ is an initiative that can help create a healthier and a safer workforce.](#)

(h)Oops! [PDF]

If an employee is injured while participating in a company-sponsored wellness program, [is it compensable?](#)

Total Worker Health™ (NIOSH)

Learn more about [Total Worker Health™](#), a strategy integrating occupational safety and health protection with health promotion to prevent worker injury and illness and advance health and well-being.

Total Worker Health™ and Wellness (Oregon Institute of Occupational Health Sciences)

Find links to additional [resources, research, and wellness assessment tools.](#)

The Whole Worker (California Commission on Health and Safety and Workers' Compensation)

Comprehensive [guidelines for integrating occupational health and safety](#) with workplace wellness

Employee health promotion

Prevent injuries by promoting health [PDF]

[What to do, what to eat, and what to avoid](#) to make health improvement part of your injury prevention strategy

Stand up for wellness [PDF]

[Sitting for prolonged periods](#) can lead to a variety of health risks, even if you exercise regularly.

Taking health to heart [PDF]

Find out how one Oregon company tapped into its creative spirit to [implement a successful wellness program.](#)

Workplace health promotion (CDC)

SAIF





Questions?

Contact your company's assigned safety management consultant at 1.800.285-8525

or

Dave Adams
503.373.8471
davada@saif.com



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