A NIOSH Center for Excellence to Promote a Healthier Workforce
In this presentation…

The Healthy Work Participatory Program

Integrating Occupational Health/Safety and Health Promotion
Benefits of a (facilitated) participatory workplace process

Employee empowerment

- Increased decision latitude
- Increased confidence to change unhealthy conditions
- Increased program sustainability
- Increased social support

Insights derived from workers’ perspective

- Find (other) root causes of physical & psychosocial stressors
- Find (other) root causes of unhealthy behaviors
- Reflect own experiences, needs and language of the intended program participants
Why combine ergonomics and health promotion programs?

HEALTH PROMOTION programs aim to influence health behavior and lifestyle to improve health outcomes.
Why combine ergonomics and health promotion programs?

Ergonomics and work organization link directly to health behavior and health outcomes.

- Physical working conditions
- Work org & psychosocial conditions
- Cardio-vascular
- Musculo-skeletal
- Mental health

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Roles of Steering Committee (SC) & Design Team (DT)

**Steering Committee**
- Forms DT & provides necessary resources
- Invites DT to develop and propose interventions
- Selects most feasible/desirable interventions
- Develops or extends interventions to middle management & supervisors & staff (with help from DT)
- Helps promote & evaluate all interventions

**Design Team**
- Identifies & prioritizes employee health issues
- Comes up with ideas for workplace interventions
- Proposes best intervention ideas to SC
- Helps promote & evaluate all interventions
- Helps refine interventions, as needed

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