

Healthy Workplace Participatory Program Description of the Design Team

The Design Team is the engine of the Healthy Workplace Participatory Program., serving as a link between the health and safety problems employees experience on a day-to-day basis and potential solutions to these problems. Design Team members are non-managerial employees with interest in health, safety, and wellness and who can work successfully in a positive team environment.

Regular team meetings provide a means for line-level employees to take an active role in designing workplace interventions to benefit health. Members of the Design Team should be able to commit to regular participation in meetings, plus occasional tasks outside of meetings. Supervisor support for members' participation in team activities is important for success.

Throughout the program, the Design Team:

1. Meets with a Facilitator and selects workplace health and safety issues for intervention
2. Designs interventions to address issues appropriate to their work environment
3. Develops a business case for interventions to present to the Steering Committee
4. Strengthens communication between management and the workforce about health and safety concerns
5. Supports workplace interventions initiated by the Steering Committee

After implementing a change, the Design Team:

1. Helps promote and evaluate all interventions to protect long term sustainability
2. Helps refine interventions as needed