

Multi-Level Framework for Integrated Health/Safety/Wellness Interventions

What does an “integrated” health/safety/wellness intervention look like? Integrated interventions address multiple levels of the “work system” to improve health and safety. The work system includes organizational policies and practices, the physical and psychological work environment, social norms, and individual actions, all acting together to influence health and work outcomes. Interventions that target multiple levels of the work system produce better outcomes than single-level interventions.

Use this guide as a checklist for evaluating intervention integration in regards to the levels of the work system that are addressed by the intervention activities.

Organization Level

Policies or programs promote health/safety/wellness for all employees.

Examples: health and wellness breaks, top-down resource commitment to integrated health/safety/wellness initiatives, training programs, flex-time policies, ergonomic purchasing standards, meeting-free Fridays



Facility Level

Physical and psychosocial work environment support health/safety/wellness.

Examples: Vending and catering nutrition standards, well-lighted stairs to promote use, mechanical lifts for patient handling, ergonomically designed work stations, effective communication, recognition programs, and process improvement teams



Work Group Level

Social interactions support health/safety/wellness.

Examples: Self-scheduling, group initiatives to improve safety compliance, participative or empowering supervision style, peer support, walking clubs, events



Individual Level

Opportunities to practice behaviors that promote safety, health, and wellness

Examples: Activities that teach skills (balancing work and non-work activities, finding time for exercise, meditation, healthy cooking, use of safety equipment), participatory design of programs, resources for health promoting behavior