

**Overview of the CPH-NEW Healthy Workplace**

**Participatory Program for Total Worker HealthTM**

SCRIPT:

**Slide 1**:

1. CPH-NEW, the Center for the Promotion of Health in the New England Workplace, a NIOSH Center for Excellence to Promote a Healthier Workforce presents...

Overview of the CPH NEW Healthy Workplace Participatory Program for Total Worker Health

**Slide 2**:

1. Why do we need a safety and wellness program for employees?

* Annually, employees report nearly 4 million nonfatal workplace injuries and illnesses.
* Nearly 50%of Americans have one chronic health condition, and almost 1/2 of this group have more than 1 condition.
* By 2020, 1 in 4 American workers will be 55 years of age or older
* 44%of Americans reported work as always or often stressful in 2010.

**Slide 3:**

1. Insert organization level data here:
   1. Values and norms of organization
   2. Company commitment to health and wellness
   3. Organizational priorities (e.g., customer satisfaction, quality)
   4. Employee level data (e.g., needs, interests, attitudes)
   5. Organizations cost
      1. Direct claims costs (workers compensation and health care costs)
      2. Indirect claims costs (e.g., increased overtime, replacement costs, cost of turnover, lost productivity)

**Slide 4:**

1. Employers tend to pay for a large share of costs associated with obesity and other health risk factors for chronic disease. These costs are direct or visible costs related to health care including medical claims and pharmaceutical costs.

However, those costs are just the tip of the iceberg when you consider that productivity related costs of poor health could be 2 to 3 times higher than medical costs. These indirect, non visible costs include:

* Sick employees who come to work, also known as presenteeism
* Short term disability
* Long term disability
* Workers compensation costs

**Slide 5:**

1. What can an integrated approach do for my organization? An integrated approach addresses issues across the spectrum in a coordinated way

* Health and wellness and safety personnel work together to address health issues and safety concerns.

1. For effective results, all levels participate in assessing problems and developing solutions.

* Employee engagement and participation are essential to long-term success.
* Front line workers participate in designing solutions
* Managers promote the process and provide resources and ongoing feedback.

**Slide 6**:

1. Why is it important to focus on modifying behaviors and the work environment? Health promotion and work organization link directly to health behavior and health outcomes.

By focusing on both of these levers, there can be a greater impact on producing better health and long-term behavior changes.

* Examples of health behaviors include food choices and physical activity.
* Examples of working conditions that influence health behavior include work overload, not using skills, lack of time, or sedentary job.

**Slide 7**:

1. Wellness programs are not as effective if they exist in isolation.

**Slide 8:**

1. For best results, health and wellness should be incorporated into the fabric of the organization. The Total Worker Health approach integrates occupational safety and health protection with health promotion to prevent worker injury and illness and to advance health and well-being.

The key is to link across systems and departments. Linking health promotion with safety and health and other initiatives in HR and employee benefits results in a coordinated, multilevel strategy with linked messages and worker engagement. This helps to reduce redundancies, streamline costs and share budget and programming.

**Slide 9:**

1. An integrated participatory approach leads to greater employee engagement and participation and leverages employee knowledge and experience.

* Including employees from all levels of the organization, helps to prioritize interventions and get at root causes and factors for unhealthy behaviors. This can lead to program sustainability and continuous improvement.

**Slide 10:**

1. The CPH-NEW toolkit is explicitly focused on employee engagement. It evaluates the program impacts both on the process and the outcomes. The CPH-NEW toolkit is an evidence-based method with key components and tools to support the program. The process is just as important as the content. There are three core elements of the participatory program.

* The first core element of this approach is the dual committee structure. There is a management committee, referred to as the Steering Committee, and the non-management team called the Design Team. This dual committee structure engages employees from all levels of the workforce.
* The second core element is the use of a trained facilitator with subject knowledge. This person guides and coordinates the committees and the initiative.
* The final core element is the use of the IDEAS Intervention Planning Process, which is a systematic and tested tool to help build solutions one intervention at a time.

**Slide 11**:

1. In the participatory program, there are roles for both the Design Team and the Steering Committee, and they are flexiblebased on the organization and how the program is implemented. The Steering Committee is a management group, and the Design Team is a front line level group.

The two committees work together with the Champion, the person responsible for overseeing the wellness program, and the Wellness Sponsor, typically a senior manager/executive within the organization. Top management expresses its commitment to a culture of health and a worksite environment that supports employee health. In addition, senior leadership allocates adequate resources to implement programs.

**Slide 12**:

1. Implementing an integrated program helps to increase the effectiveness of existing programs by coordinating policies, programs and practices designed to prevent work-related injuries and illnesses and improve overall workforce health and well-being.

Prior research on integrated programs showed that worksite smoking cessation interventions were more than twice as effective when integrated with occupational safety and health.

**Slide 13**:

1. In addition, it creates better communication and understanding between management and workers and provides a platform for new ideas and ways to solve problems and work together.
2. The health of the worker is tied to the health and productivity of the organization. The goal is to create a healthy work environment where employees are empowered to be part of the process. Workplace health promotion programs will likely be ineffective in difficult and unstable work environments where there is little worker autonomy.

**Slide 14:**

1. Improving workforce health requires organizational engagement in work-life quality and a long-term analysis of risk factor reduction and chronic disease management. Potential short-term benefits include:

* Safer, healthier and more productive employees
* Increase in morale and job satisfaction, and an increase in autonomy
* Intermediate and long-term benefits include decrease in injuries and accidents
* Decrease in work related stress
* and a reduction in chronic disease burden

**Slide 15**:

1. Congratulations! Thank you for taking the first step to improve the health and safety of your organization! Are you ready to take your program to the next level? If the answer is yes, lets get started today by using the Healthy Workplace Participatory Program and the associated tools to help you and your employees take action.