



Healthy Work in Healthy Organisations

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Enwhp

Dusseldorf, 28 October 2015

www.enwhp.org



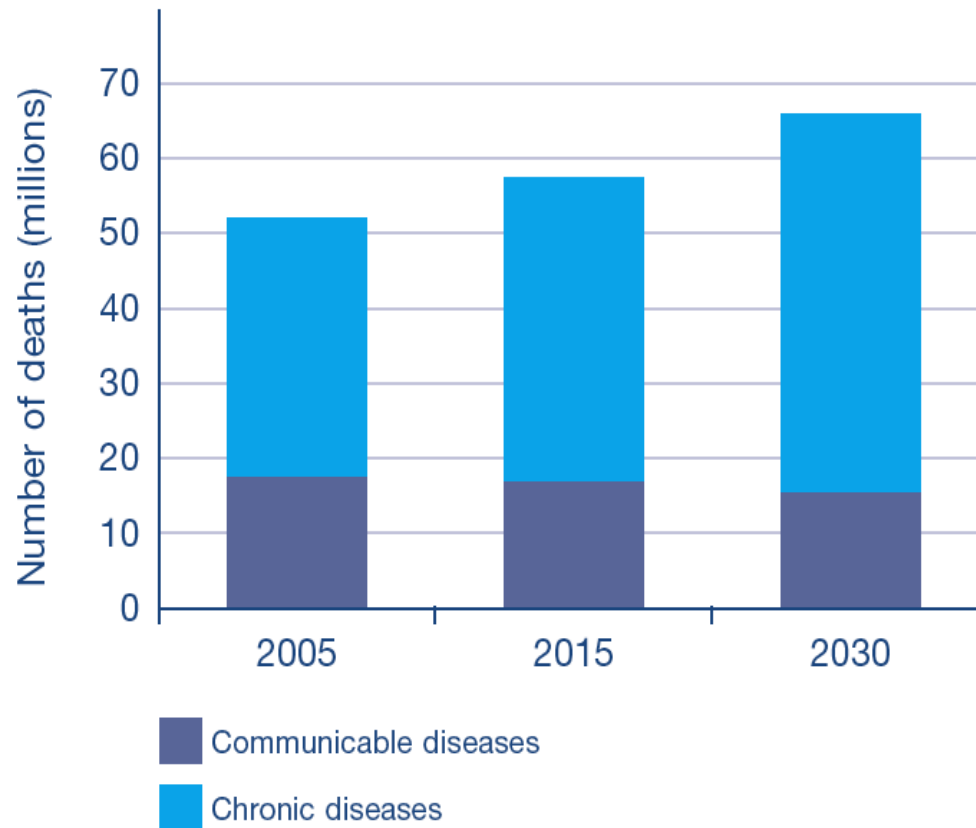
Work Health Promotion: A comprehensive approach

The effects of unhealthy workplaces



Source: The business case for a healthier workplace, IAPA

The health challenge

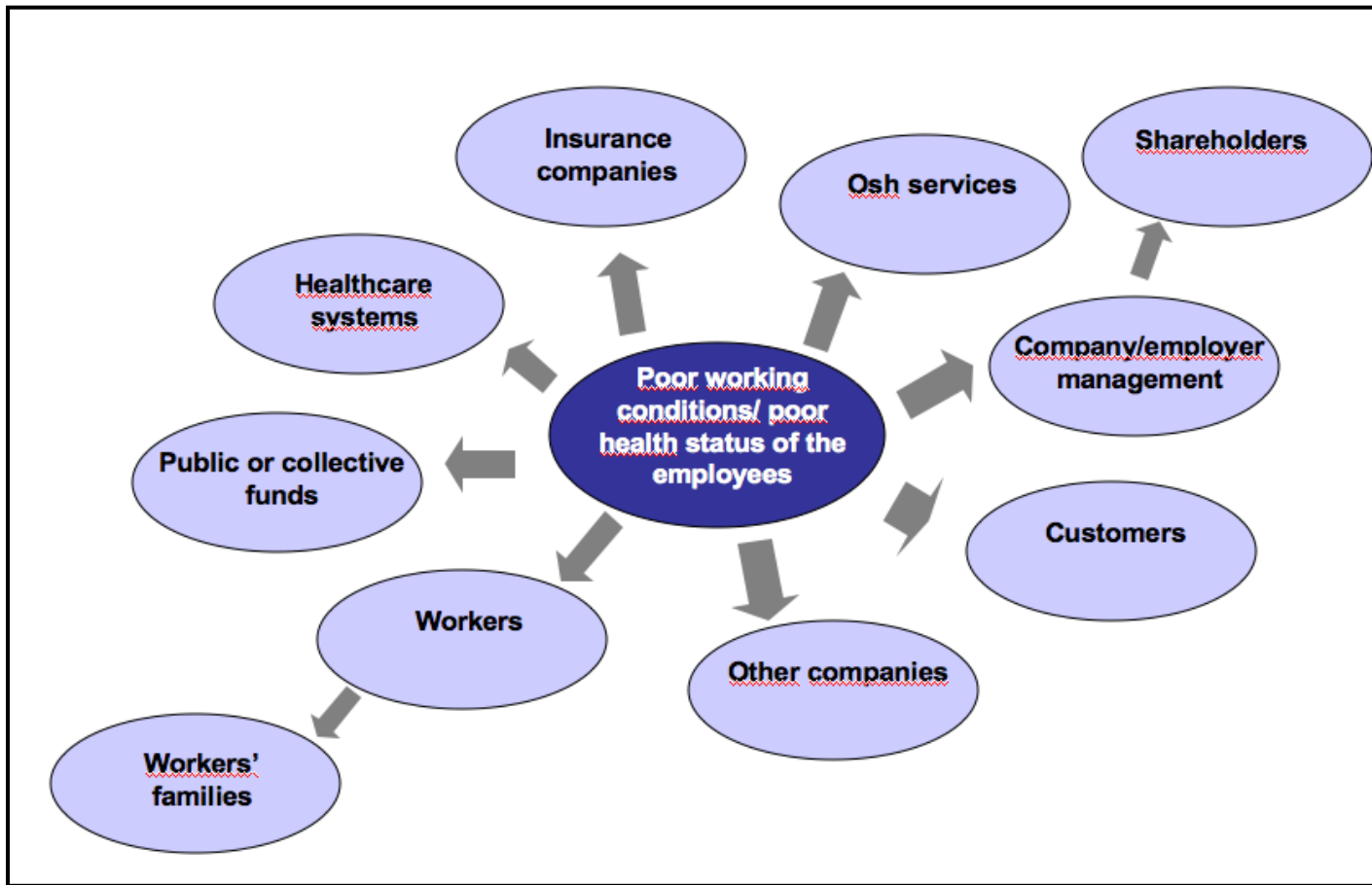


Source: WHO

Eg: Cardiovascular disorders

- CVD are the main cause of death in the European Union
- They account for 42% – over 1.9 million – of all deaths each year in the EU.
- Approximately 24% of all deaths in the working-age population – 225.000 – are attributable to CVD
- In the EU, the total cost for CVD was estimated to be € 169 billion a year

The costs are shifted to ...



Source: Making the case for WHP, De Greef, Van den Broek

Work Health Promotion

WHP
is

Aimed at improving health at work

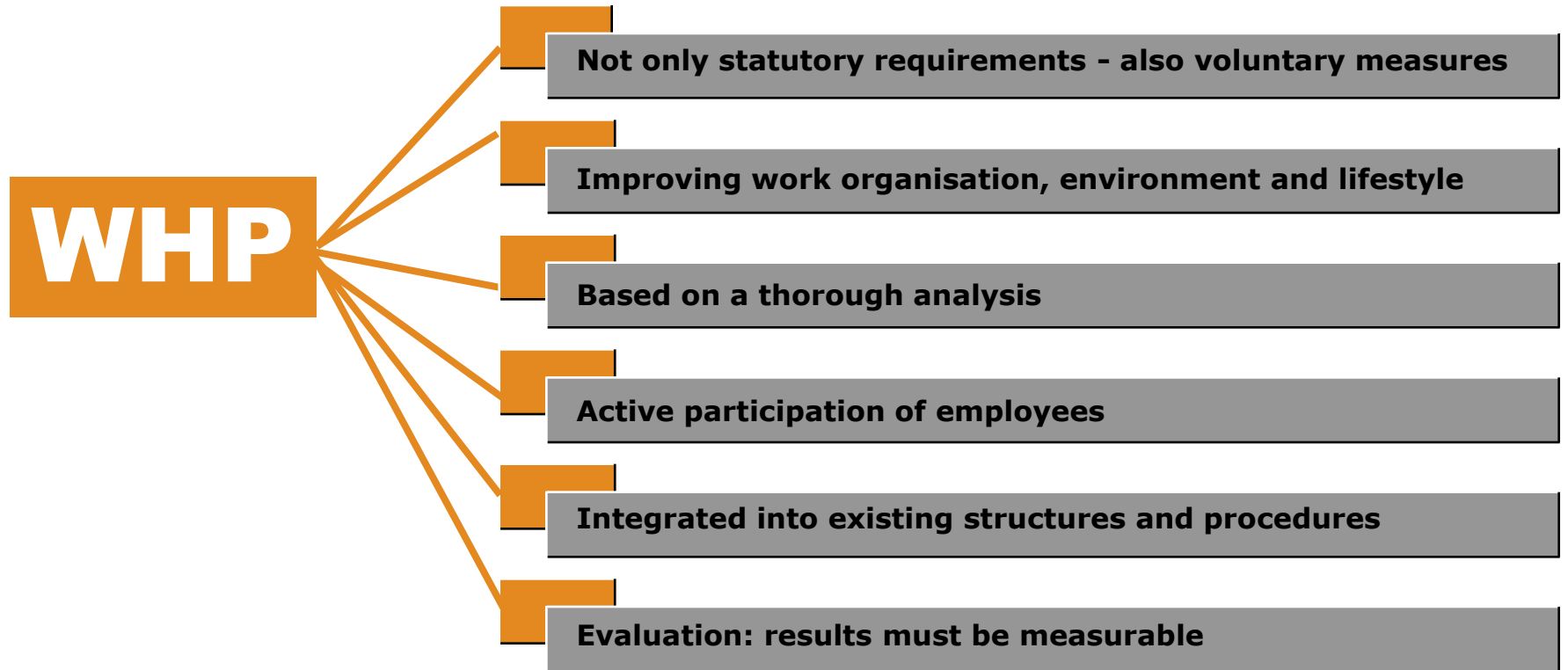
Based on concerted action of employers, employees and society to improve the health and well-being of people at work

A combination of

- improving *work organisation* and the *working environment*
- promoting *active participation*
- encouraging *personal development*

Luxembourg Declaration, 1997, ENWHP

The features of WHP



Contributes to:

- a high level of health protection
- sustainable economic and social development

WHP: 2 strains

behaviour-oriented health promotion

condition-oriented health promotion

philosophy

appealing to the individual to adopt healthy behaviour

designing working conditions to encourage healthy behaviour

examples

smoking: flyers, courses
nutrition: courses
workplace: "be careful"

smoking: no cigarette machines
nutrition: canteen diet
workplace: workplace design

A comprehensive approach

Promoting healthy lifestyle

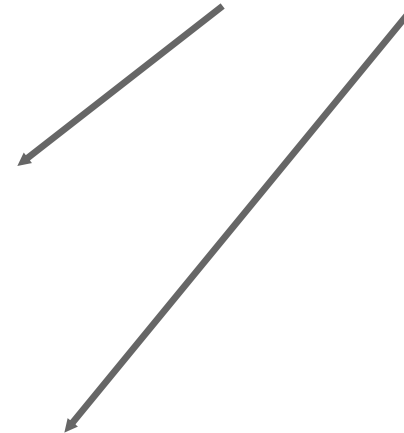
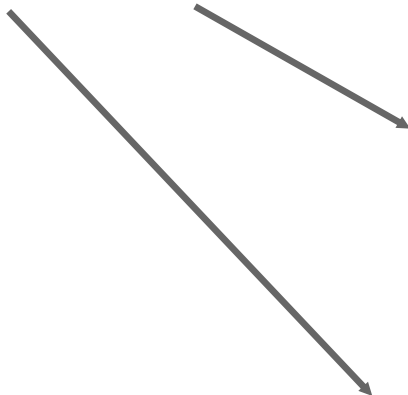
Behavioural aspects
Personal Resources
Hereditary endowment

Creating a health promoting working environment

Working conditions (physical, psychosocial & mental aspects)
Work organisation

Personal Health Practices

Working environment

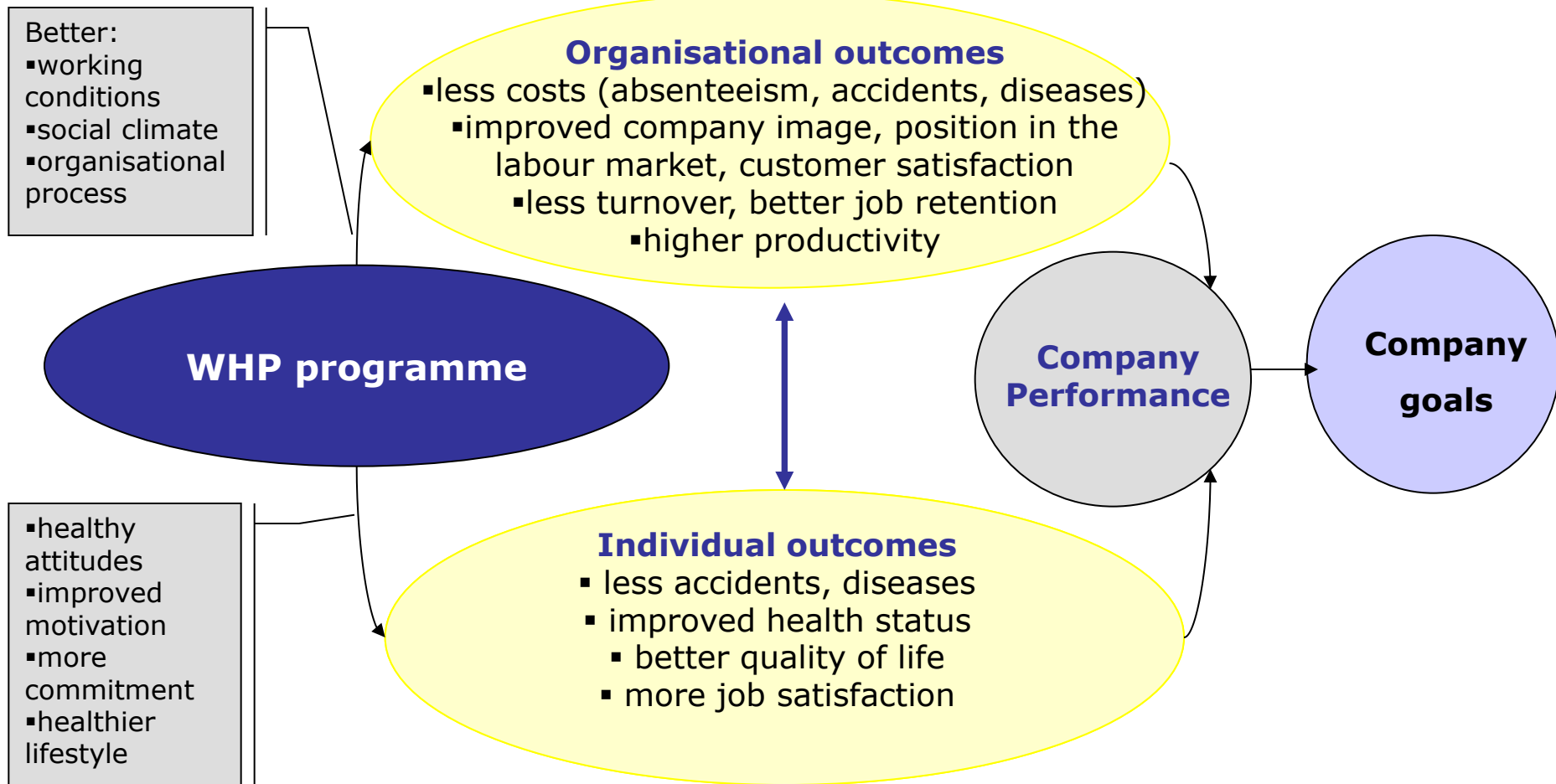


Health of employees



Company Performance

WHP in support of company performance

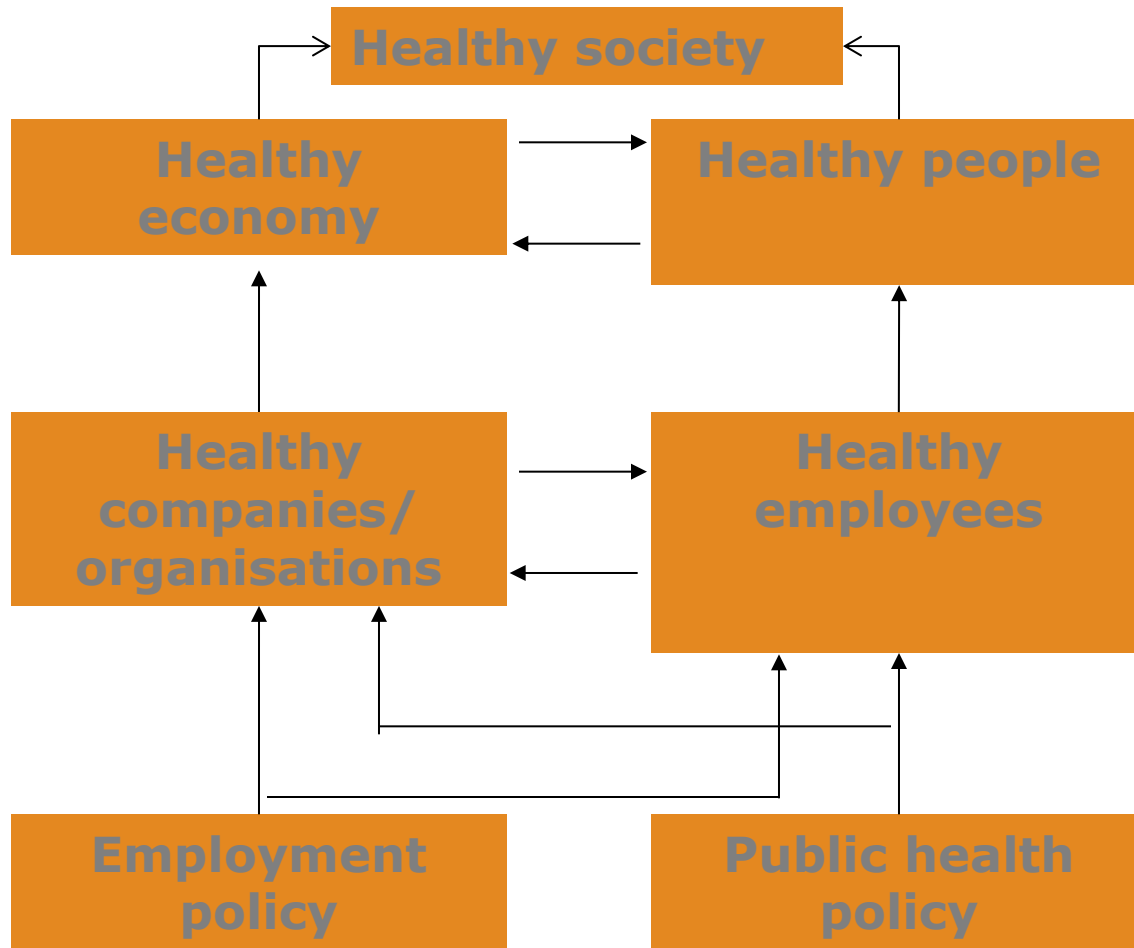


Source: Making the case for workplace health promotion, De Greef, M., Van den Broek, K.

Benefits of WHP

- Results in a reduction in illness-related absenteeism, fewer working days lost and therefore in a long-term decline in the sickness rate
- Increases motivation among the staff and improves the working atmosphere
- Relieves the statutory social security systems (health, pension and accident insurance funds)
- Results in an increase in the quality of products and services, more innovation and creativity and a rise in productivity in the company
- Is a prestige factor which helps to improve the public image of a company and to make it more attractive as an employer

WHP in support of a healthy society



2

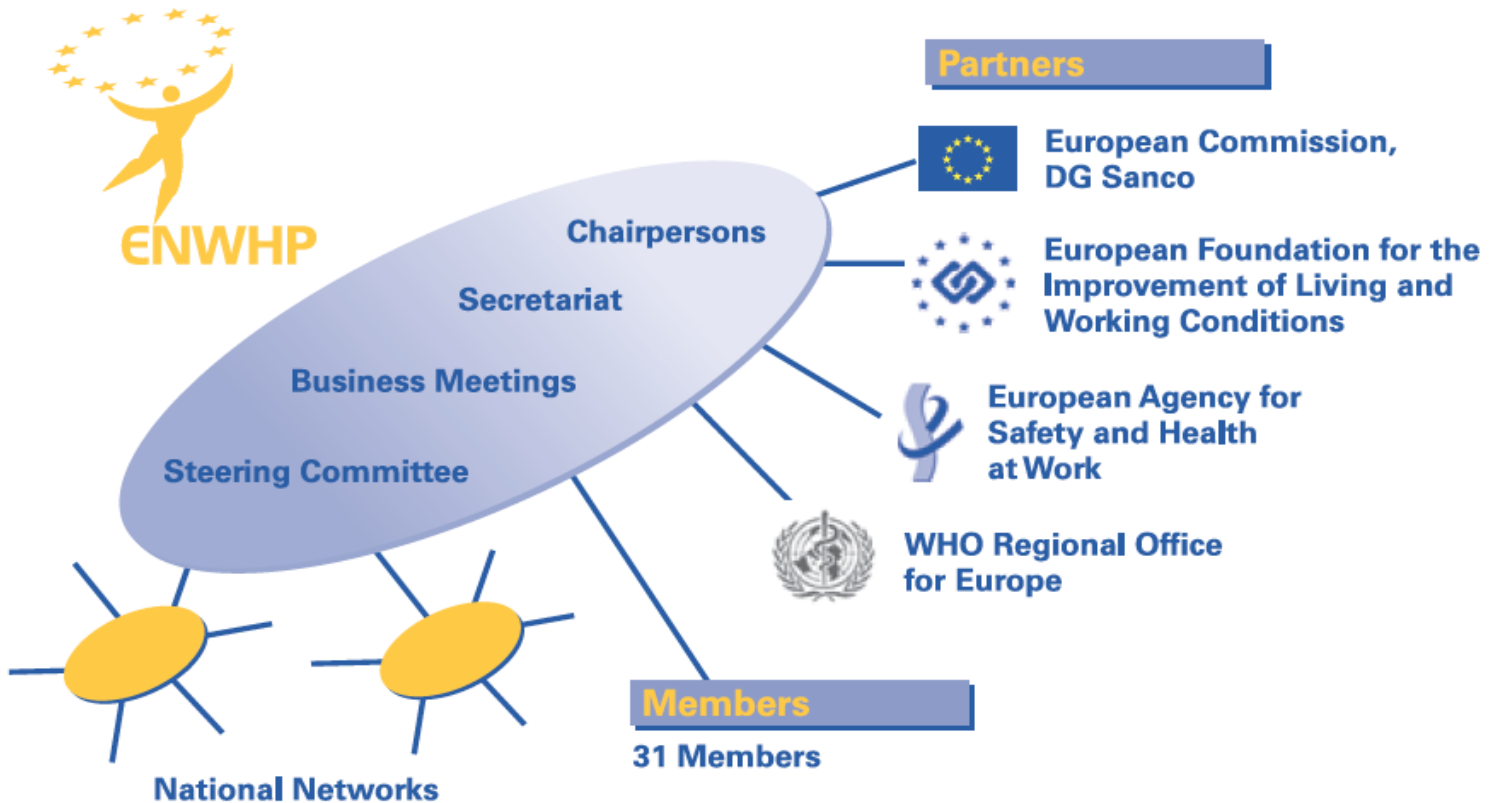
European Network for Work Health Promotion: Structure and organisation

European Network for Workplace Health Promotion



<p>Work. Adapted for all. Move Europe.</p>	<p>work. in tune with life. move europe</p>	<p>move europe</p>
<p>WHP in an Enlarged Europe</p>	<p>Healthy Work in an Ageing Europe</p>	<p>Building up Infrastructures</p>
<p>Public Administrations</p>	<p>Small, Healthy and Competitive</p>	<p>Quality Criteria</p>

ENWHP Structure



3

ENWHP:

**9 EU-wide campaigns to
promote healthy people,
healthy work and healthy
organisations**

EU-wide campaigns: objectives

- To **increase awareness** of all stakeholders
- To develop a **toolbox** for self-assessment
- To produce **guidelines for employers and employees**
- To identify, analyse, document and disseminate **models of good practice**
- **Recommendations** to stakeholders

Quality criteria – success factors



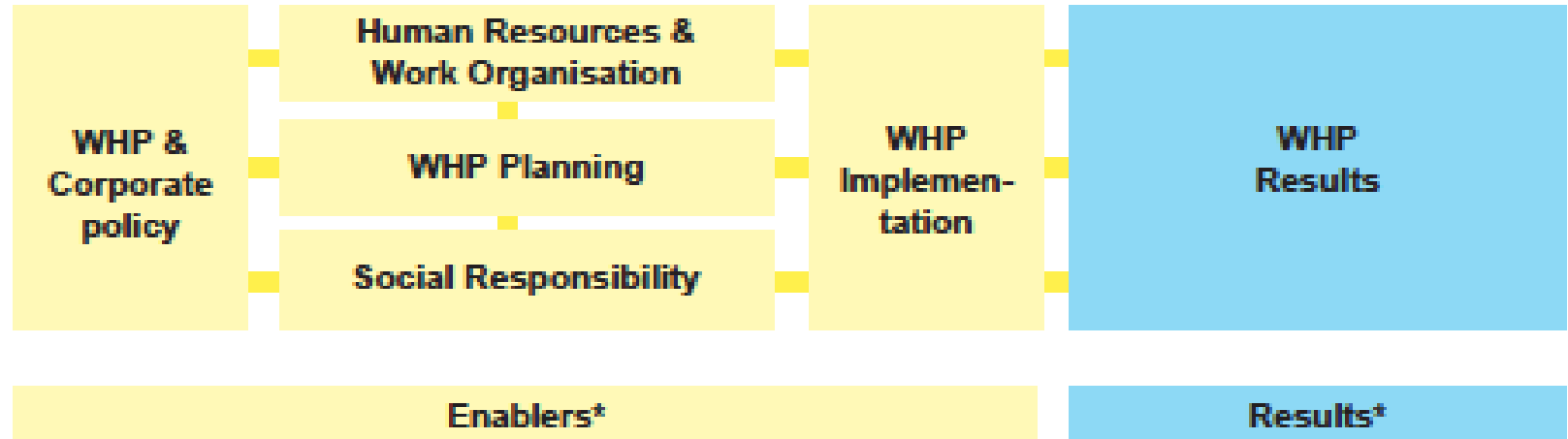
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- **1st Initiative**
- Successful WHP depends on **good quality practical implementation**
- Identification of companies in Europe which set an outstanding example in the field of WHP
- Catalogue of quality criteria
- Development of **self-assessment questionnaire**

Quality Criteria for a good WHP practice

1. WHP should be a management responsibility with:
 - support and integration of management and executive staff
 - integration in company policy
 - provision of sufficient financial and material resources
2. Employee participation in planning and implementation of the WHP measures.
3. WHP should be based on a comprehensive understanding of health.
4. WHP should be based on accurate analysis and continually improved.
5. WHP should be professionally coordinated and information should be made available regularly to all the staff.
6. The benefits of Workplace Health Promotion are evaluated and quantified on the basis of specific indicators.

Self-assessment



*The enablers include all procedures and structures which a health-promoting organisation needs. These lead to the corresponding results.

- The questionnaire consists of a total of 27 questions spread over 6 sectors
- 4 categories of answers: fully achieved – considerable progress – certain progress – activities not started

WHP in SMEs



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- **2nd Initiative**
- Criteria for models of good practice



Small, Healthy and Competitive

New Strategies for Improved Health in
Small and Medium-Sized Enterprises



Criteria

Characteristics of Workplace Health Promotion
in Small and Medium-Sized Enterprises 6

Criteria – enterprise level8

Leadership and participation9

Business processes 10

Results11

Criteria – intermediary level12

Integration of WHP in the policies and actions
of the intermediary organisations of supportive
structures13

Strategy and planning 14

Implementation 15

Results16

The public administration sector



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- **3rd Initiative (2001-2002)**
- Cuts in public services and increase efficiency in public administration: impact on the HR management and work organisation
- Management of staff influences their efficiency and the quality of their work
- WHP strategies can create a significant added value in the process
- **Models of good practice**

Austria		Italy	
Health Promotion in Local Government Services	10	Healthy Municipality for a Healthy Community: The Municipality of Martignacco	67
Health Venture at Schwarzau Prison.....	13	Liechtenstein/Switzerland	
Belgium		Community Offices, Munchenbuchsee	69
La Louvière: Combating Stress and Mobbing at Work – a Practical Approach	15	Military and Civil Defence Office, St. Gall	72
The Belgian Federal Police: An Integrated and Multi-Disciplinary Organisation of Prevention.....	18	Netherlands	
Czech Republic		The Municipality of The Hague's Facility Department and its WHP Policy	76
Municipal Authority of the Town of Sokolov	20	The Ministry of Finance and its WHP Policy	80
Denmark		Norway	
Organisational and Skills Development at the Danish National Library for the Blind	23	The "GET WELL PROJECT" in Nedre Eiker Local Authority	83
Employee Influence, Personnel Policy and Quality at the Social Appeals Board	27	Development of Healthy Workplaces by Processes and Employee Participation	86
Finland		Portugal	
Ilmarinen Mutual Pension Insurance Company.....	31	Promoting Workplace Health and Well-Being on Almada City Council	89
"Echo project" in the Regional Tax Office of Uusimaa.....	33	Workplace Health Promotion at the City Council of Oeiras	93
Germany		Romania	
Health Management in the City of Berlin.....	35	National Agency of Public Servants	96
Workplace health promotion at the Federal Insurance Institute for Salaried Employees	39	Spain	
Workplace Health Promotion in the Municipal Administration of Dortmund	42	The Spanish Society of Occupational Health in Public Administration (SESLAP): Networking Health in the Public Sector	99
Greece		Health Promotion Campaign for Post Office Employees	102
Workplace Health Promotion at the Hellenic Post.....	46	Sweden	
Ethel Bus Company	49	The Ministry of Finance – Workplace Health Promotion is an Important Part of Occupational Safety and Health Work.....	105
Hungary		Workplace Health Promotion at Systembolaget AB	108
Workplace Health Promotion at the Heves County Court....	52	United Kingdom	
Workplace Health Promotion at the National Institute of Occupational Health	55	The Northern Ireland Court Service.....	111
Iceland		Members of the European Network for Workplace Health Promotion.....	115
The Capital District Fire and Rescue Service	58		
The Directorate of Customs – Reykjavik.....	61		
Ireland			
Workplace Health Promotion in Donegal County Council	64		

Infrastructures for WHP



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- **4th Initiative**
- Developing national infrastructures to provide platforms for the exchange of information and for concerted action.
- Involving all relevant interest groups including social partners, governmental bodies, social insurance organisations and companies.
- **ENWHP-Toolbox**: a collection of methods and tools (toolbox) to facilitate the introduction of WHP into companies and organisations.
- **The case for WHP**: evidence of the economic benefits for WHP

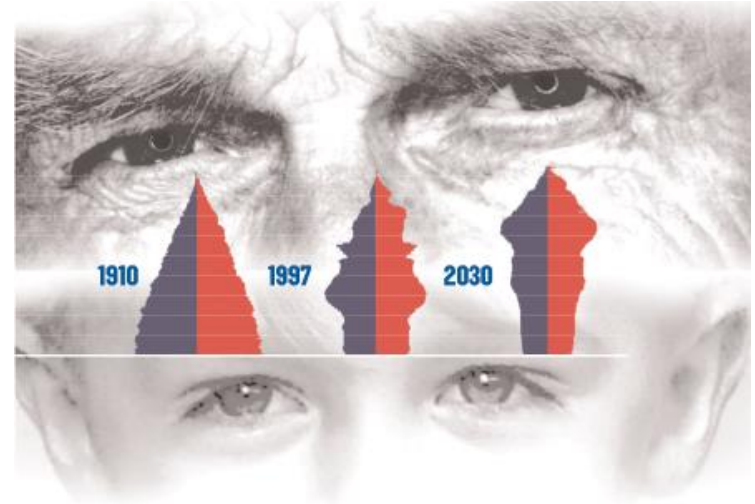
Healthy Ageing



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5th Initiative

- Demographic developments are presenting new challenges to enterprises and social security systems in Europe - **Older workforce**
- **Extend working life** through improved **individual health and lifestyles** as well as through a **healthier work organisation and environment**



Analysis of actual situation

- An **age structure analysis** shows the actual age structure of the workforce and its expected development in the future.
- A **check list to identify the need for action**.
- The **Work Ability Index** focuses its sights on the workers and their work ability assessed by themselves.
- The **workshop concept** “Healthy into Retirement” involves the sharing of experience in a group.

Check list to identify the need for action in companies in terms of the age structure

Notes on using this check list

After you have completed the check list, take a closer look at the answers you have marked:

- The answers **on yellow fields** refer on the one hand to risks. On the other hand, they indicate possible approaches to cope with the change in the age structure which have so far not been put into practice in the company. Here we advise you to examine the question in more detail to see whether it is expedient and feasible to pursue the action and strategies in your company in future.
- The answers **on blue fields** simply refer to approaches which are already being pursued at the company. Here we advise you to ensure that these strategies are continued to be pursued in the future or, where necessary, are even strengthened.

Recruitment of staff	
We are increasingly finding fewer young specialists.	<input type="checkbox"/> yes <input type="checkbox"/> no
It must be assumed that the demographic change on our regional labour market will in future result in difficulties in recruiting staff.	<input type="checkbox"/> yes <input type="checkbox"/> no
When we recruit staff at our company, we pay attention to certain age limits.	<input type="checkbox"/> yes <input type="checkbox"/> no
We also recruit older applicants at our company.	<input type="checkbox"/> yes <input type="checkbox"/> no
We formulate vacancy advertisements so that older skilled workers are also targeted.	<input type="checkbox"/> yes <input type="checkbox"/> no

Quick Check for a future-oriented HR policy	Tends to apply	Tends not to apply
Your age structure consists of equal proportions of young, middle-aged and older employee.	<input type="checkbox"/>	<input type="checkbox"/>
The work activities are designed so that employees can perform them up to the age of 65.	<input type="checkbox"/>	<input type="checkbox"/>
The employees are actively involved in the design of their working conditions.	<input type="checkbox"/>	<input type="checkbox"/>
The company readily succeeds in training or recruiting enough young skilled workers.	<input type="checkbox"/>	<input type="checkbox"/>
All employees – also older ones – are given the opportunity to obtain qualifications and expand their competencies.	<input type="checkbox"/>	<input type="checkbox"/>
The exchange of knowledge between older, experienced employees and young workers is systematically promoted.	<input type="checkbox"/>	<input type="checkbox"/>
The prospect of career development is offered to all employees.	<input type="checkbox"/>	<input type="checkbox"/>

Quick Check of Gemeinschaftsinitiative Gesünder Arbeiten e.V. (GIGA), see www.gesunderarbeiten.de
Source: Federal Institute for Occupational Safety and Health (Publ.) (2004): Mit Erfahrung die Zukunft meistern! Altern und Ältere in der Arbeitswelt, p. 27

WHP in an enlarging Europe



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6th Initiative

- Three separate network projects to identify the specific requirements and challenges regarding WHP in Eastern European Countries and to pave the way for improved dissemination of WHP in this region:
- Dragon Fly developed infrastructures for the dissemination of “Good Practice”
- Workhealth II produced a European work-related health report and continued establishing infrastructures
- Workplace Health Promotion in an Enlarging Europe developed best practice methodologies for the promotion and maintenance of work ability.

Move Europe - Healthy lifestyles



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7th Initiative

- Health problems associated with an employee's personal lifestyle present a growing problem in all the European countries. The workplace is an ideal setting for positively influencing lifestyle and daily behaviour.
- Addressing lifestyle factors:
 - > **Physical activity**
 - > **Smoking prevention**
 - > **Healthy diet**
 - > **Mental health**
- **Company Health Check:**
Online questionnaire for self-assessment



we move europe



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Vision:

**Healthy Employees
in Healthy Organisations**

To make this vision become reality the European Network for Workplace Health Promotion ENWHP is committed to developing and supporting "good practice" for workplace health, which in turn contributes to a higher level of health protection and ensures sustainable social and economic growth in Europe.

www.enwhp.org

8th Initiative

Focus on strategies that help improve employees' mental health



The campaign: a stepwise approach

- National Move Europe websites in **18 European countries**
- About **2000 enterprises** participated – public administrations, schools, hospitals, small and larger companies
- They actively supported the campaign as a “Move Europe Partner”
- Collection of **Good Practices**
- **3 Guidances**
- Edinburgh Declaration
- MH Pact Conference in Berlin, March 2011



Identify good practices

- A gradual status and selection approach supported a wide-ranging enterprise participation and helped to identify good practices



Guide for employers



A guide for employers.
To promote mental health
in the workplace.



- Importance of MH for a successful business
- What can employers do to promote MH and prevent stress?
- What can employers do to support and retain people with MH problems?
- How to create a mentally healthy workplace?

Policies and good practices

Policy documents/
Stakeholder Statements



Reports/
Studies/
Projects

Events



EU-Compass for Action on Mental Health and Well being



Toolkit to support MH practices and policies in schools, workplaces and older people's residencies

Guide for employees



A guide to creating
a mentally healthy
workplace

- Employees Resource -



- Recognise MH and overcome stigma
- What can you do to promote your MH?
- Managing stress
- Supporting colleagues with MH problems
- Steps the workplace can take for better MH

Behaviour-related you may:

- find it hard to sleep
- change your eating habits
- smoke or drink more
- avoid friends and family
- have sexual problems

Physical symptoms might include:

- tiredness
- indigestion and nausea
- headaches
- aching muscles
- palpitations

Are you stressed?

Mentally you may:

- be more indecisive
- find it hard to concentrate
- suffer loss of memory
- feelings of inadequacy
- low self esteem

Emotionally you are likely to:

- get irritable or angry
- be anxious
- feel numb
- be hypersensitive, drained and listless

Guide to the MH business case

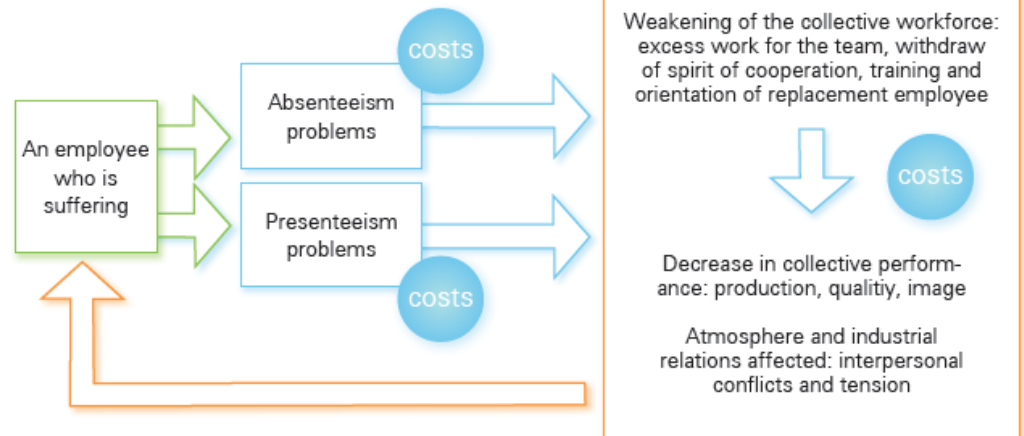


A guide to the
business case
for mental health



- Insight into the economic aspects of psychosocial issues at work
- Costs of not taking action
- Costs for assessing workplace
- Investment costs and ROI in risk prevention

An employee who is suffering costs the company...



Work. Adapted for all. Move Europe



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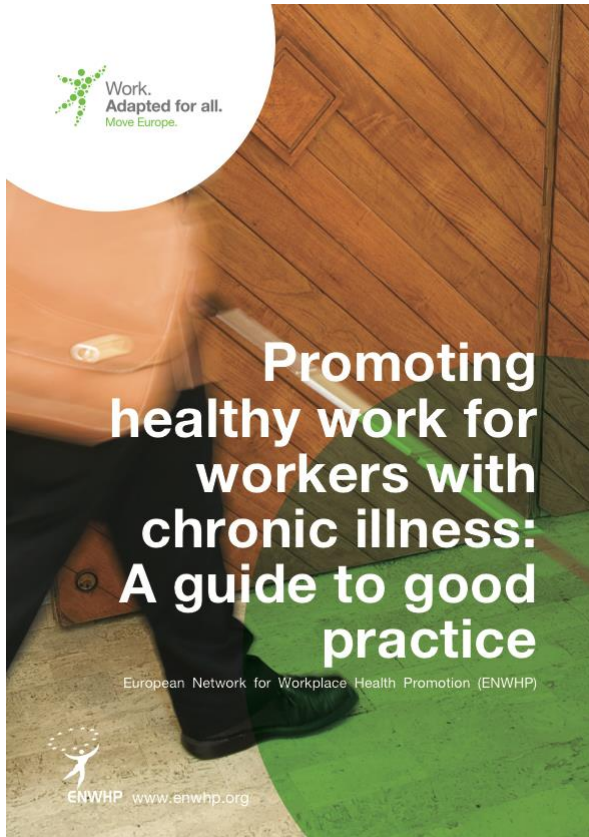
9th Initiative

- Promoting healthy work for people with chronic illness – Public health and work (PH Work)
- Focus on:
 - Early intervention
 - Job retention
 - Return to work (RTW)
 - Working with a chronic disease
 - Sustainable employment



Work.
Adapted for all.
Move Europe.

Guidelines for employers



- **Basic info** on workplace health promotion, chronic illness and return-to-work, why should employers care?
- **Six-step action plan** – with crucial steps to be taken when an employee suffers from a chronic illness / condition
- **Checklist on manager support** – tool listing desirable conduct of employers and managers towards employees with a chronic illness

Success factors were deducted from 34 **models of good practice** across Europe:

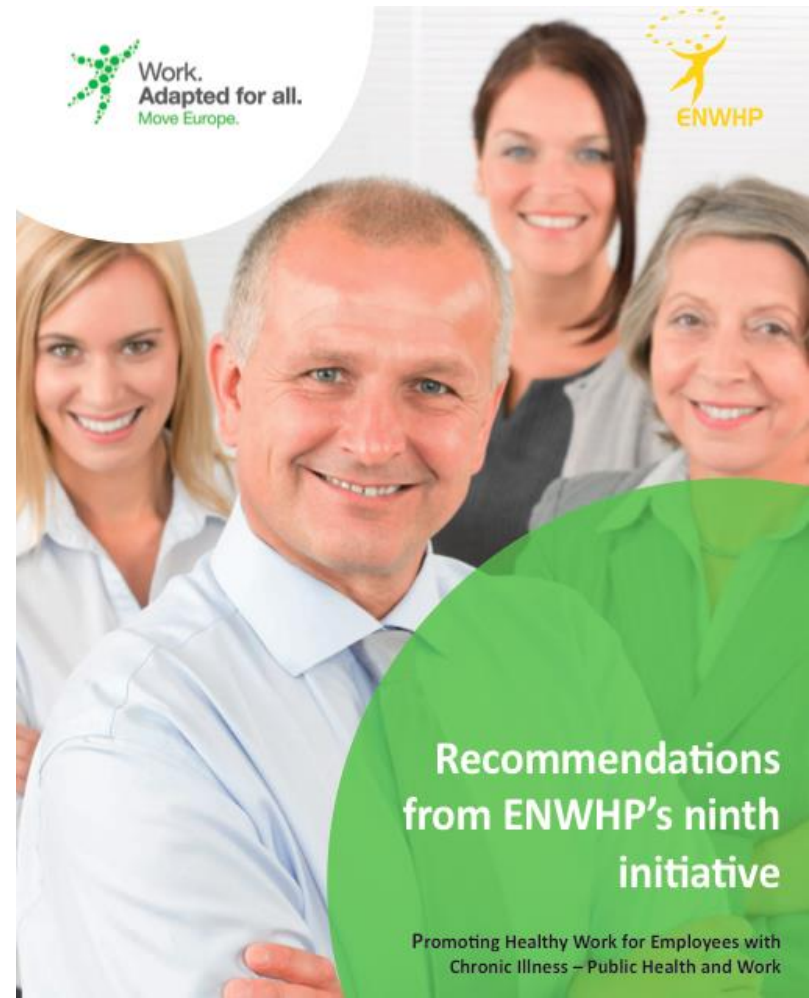


Recommendations

- Recommendation paper for **policy makers and other stakeholders**
- On strategies for workplace health promotion targeted to job retention / return-to-work for employees with chronic illness



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**Conclusion:
Arguments for WHP**

Arguments on individual level

- WHP leads to more health awareness and more motivation
- WHP leads to healthy workers
- WHP generates more job satisfaction

Arguments on organisational level

- WHP leads to an improved working situation
- WHP improves health-related outcomes
- WHP generates an enhanced image
- WHP leads to an improved human resources management
- WHP boosts productivity

Arguments on societal level

- WHP supports the transformation from a re-active into a pro-active social security system;
- WHP bridges the gap between workplace health and public health;
- WHP focuses on a win –win situation for the different stakeholders.

Awareness-raising on WHP



NEWSLETTER
from the European Network
for Workplace Health Promotion

Welcome by the European Network for Workplace Health Promotion

ENWHP has been working towards its mission of "healthy employees in healthy organisations" since it was established in 1996. By carrying out a number of joint **initiatives** and by developing good practice **criteria** for WHP, the network has become a frontrunner in European WHP.

In our newsletter we like to give you an overview of ENWHP's activities and the activities of our **National Contact Offices (NCOs)**, combined with general info about workplace health promotion (projects, publications, events etc.)



work. in tune with life.

You are here: [ENWHP](#)

WELCOME

Operating in a highly competitive business environment and with increasing pressure on the labour market, many employers in Europe are becoming aware that they need to implement measures to improve productivity and efficiency while at the same time enhancing the working environment and company culture.

Workplace health promotion has been shown to play a major role in achieving these outcomes. The European Network for Workplace Health Promotion (ENWHP) promotes good practice in workplace health promotion and advocates the adoption of such practice in all European workplaces.

Round table "Towards health promotion at the workplace" - 20 November 2014, Zagreb

On Thursday, 20 November 2014 the European Network for Workplace Health Promotion (ENWHP) and its newest member, the **Croatian Institute for Health Protection and Safety at Work (CIHPSW)**, organise a round table in Zagreb. The idea behind the round table is to boost the development of a national forum for Workplace Health Promotion (WHP) in Croatia, to disseminate good workplace health practices and policies, and to address representatives from companies, politics, health experts and other stakeholders.



Join us! Move Europe with us!

NATIONAL FORUMS

Health promotion implementation at settings (including workplace) of a society in transition is not an easy process with immediate results concerning the individual thinking and motivation.

Prof. Zaprian Zapryanov, National Centre of Public Health Protection, Bulgaria

The European Network for Mental Health Promotion

WHP-Training

Programme

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What's happening?

ECB @ecb · Nov 10
Partage ton selfie avec le billet de 10 euros #mynew10 et inscris-toi sur notre site d'ici le 30.11 l.cards.twitter.com/cards/18ce53ws...

Promoted by ECB

OECD @OECD · 24m
Annual growth in R&D spending for #OECD area was 1.6% in 2008-12, half the rate in 2001-08. bit.ly/1v2HMA4

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