

Northwestern Health Unit



Series 1 – Workplace Health Promotion

Part A: Introduction to Workplace Health Promotion

Canada's Healthy Workplace Week 2006



Introductions



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Audio and PPT

This presentation is Part A of a workplace health series by the Northwestern Health Unit.

Should you choose, an audio presentation accompanies these slides. Please follow along.

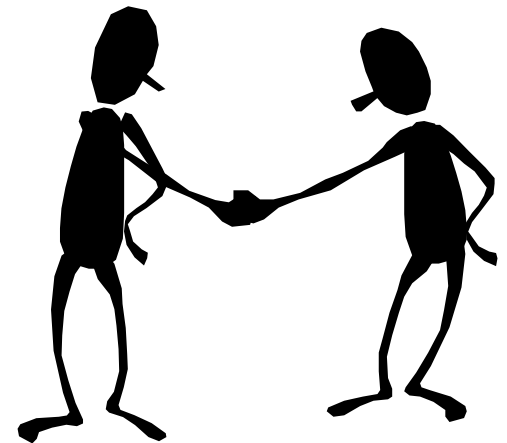
Why workplace health?

60% of waking time is spent at work



A healthy place to work

- ◆ People are engaged
- ◆ Mutual respect and trust between employees and managers
- ◆ Employees can balance work & personal responsibilities
- ◆ Clear sense of purpose
- ◆ Employees feel safe
- ◆ People feel treated fairly

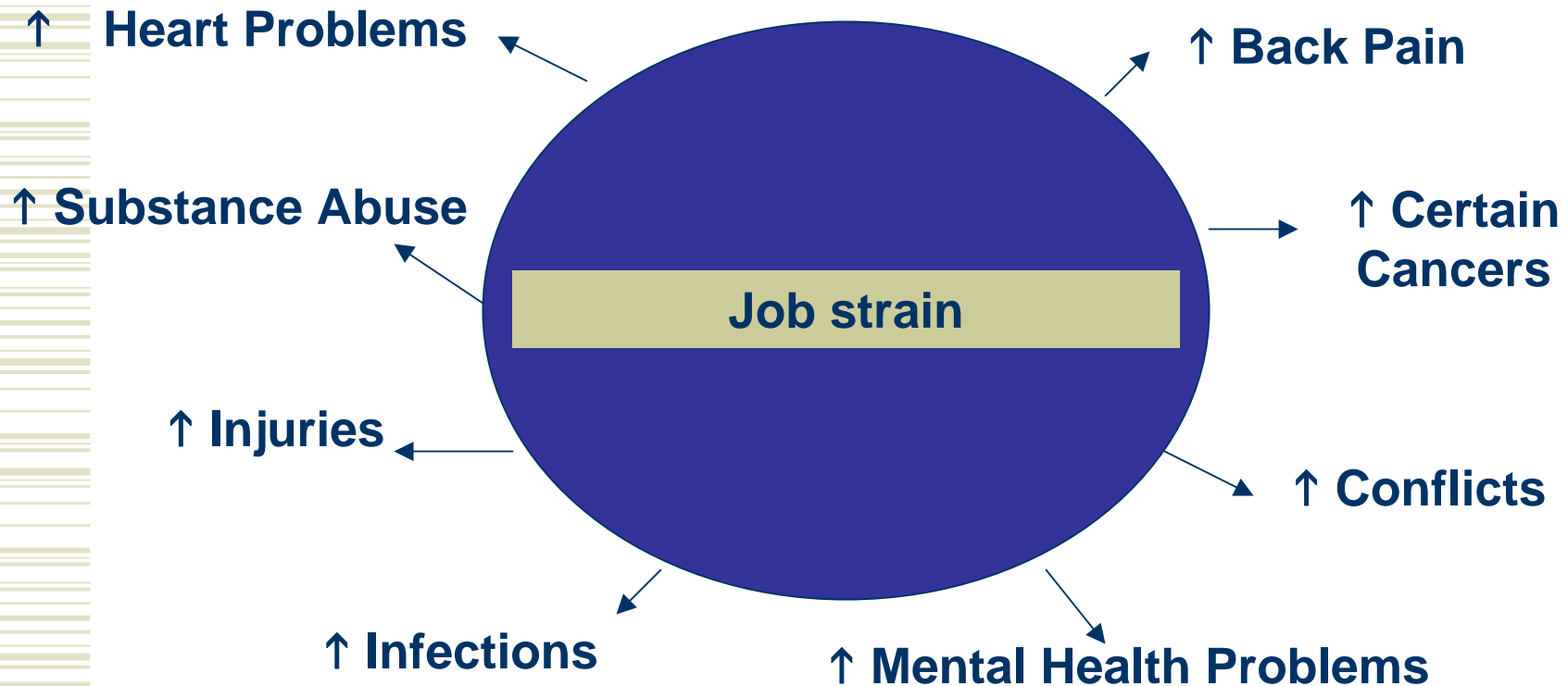


When you have a healthy workplace...

- ◆ Get sick less, recover from illness faster.
- ◆ Work more effectively and efficiently.
- ◆ Are less prone to accidents.
- ◆ Are better able to manage stress.
- ◆ Have higher morale.



And when you don't...



Job strain

- ◆ High Demand

Too much to do in too short a time, over too long a period.

- ◆ Low Control

Not having enough influence over the way your job is done on a daily basis.

- ◆ High Effort

Having to expend too much energy over too long a period.

- ◆ Low Reward

Not receiving adequate feedback or acknowledgement on performance.

Costs of an unhealthy workforce

◆ Direct costs:

- worker's compensation
- disability costs
- drug costs

◆ Indirect costs:

- absenteeism
- replacement labour
- equipment damage

◆ Opportunity costs:

- lost innovation
- decreased quality
- low productivity

Bottom-line numbers

- ◆ Cost of employee absenteeism is approx. \$8.6 billion annually
- ◆ Employees who smoke cost companies between \$2,308 - \$2,613 more per yr than non-smoking employees
- ◆ Workers with high work-life conflict had 13.2 days of absence per year vs. 5.9 days in those with low conflict
- ◆ A positive return on investment values up to \$8.81 per \$1 spent (in the U.S.)



Comprehensive workplace health

Of these three items, which do you think is most important to your health?

- Ergonomic work stations
- Supportive supervisors
- Annual blood pressure check

Comprehensive workplace health...cont...

◆ OHS

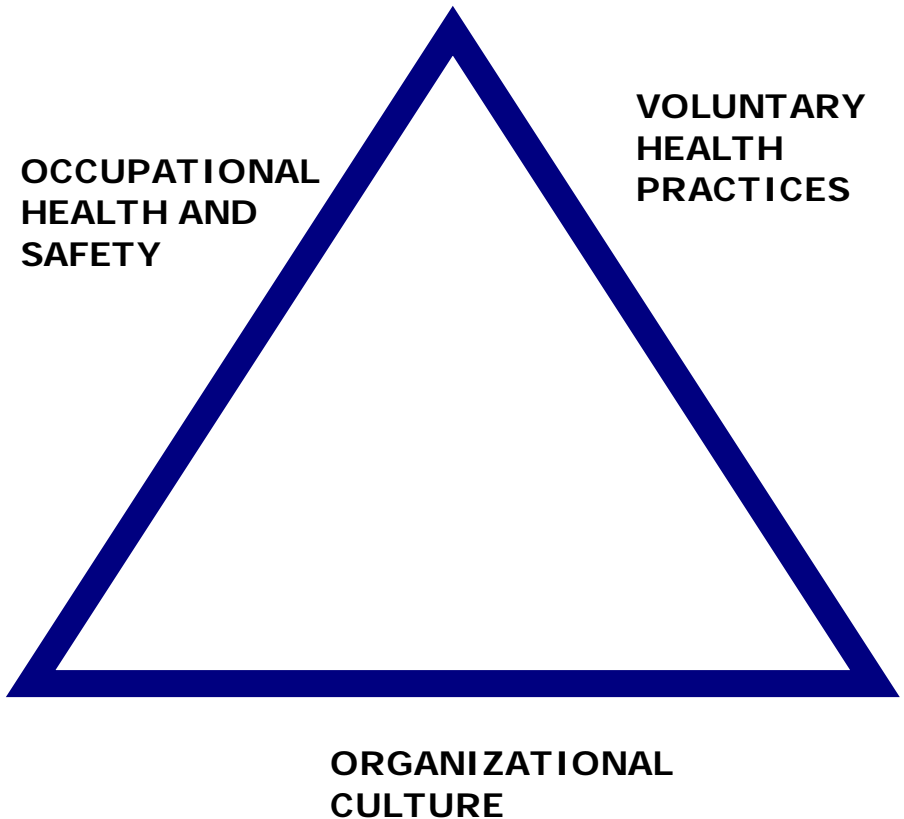
- ergonomic work stations

Health Practices

- BP testing

Org. Culture

- supportive supervisor



Occupational health & safety

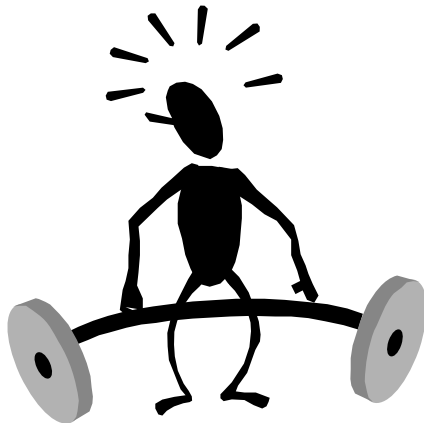
- ◆ Reduce the physical and chemical hazards in a workplace to reduce work-related injury, illness and disability.



- ◆ Examples:
 - Violence prevention
 - Emergency processes
 - Ergonomics
 - Protective equipment
 - Accommodating special needs
 - Workplace safety committees

Voluntary health practices

- ◆ Reduces risk of worker illness by addressing individuals' lifestyle behaviour(s).



- ◆ Examples:
 - Physical activity
 - Nutrition
 - Tobacco use
 - Alcohol and other drug use
 - Sexual practices
 - Balancing work & home
 - Immunization

Organizational Culture

- ◆ Changing or improving the organizational working environment



- ◆ Examples:
 - Employee feedback and recognition/reward programs
 - Flex time policies
 - Job training and education subsidies
 - Processes for employee input into decision making

How to influence health...



Managers

- ◆ Encourage workers to help in decision-making
- ◆ Listen to workers' concerns
- ◆ Demonstrate fairness in management style, and application of policy
- ◆ Improve communication skills
- ◆ Measure employee satisfaction regularly
- ◆ Others?

How to influence health...



Employees

- ◆ Join your workplace wellness committee
- ◆ Take frequent stretch breaks
- ◆ Take advantages of opportunities to address workplace health concerns with management
- ◆ Start a coffee-break walking club
- ◆ Others?



Why invest in workplace health



- 1. Cost Savings / Cost Benefit**
- 2. Employee Satisfaction**
- 3. Positive Organizational Profile**
- 4. Due Diligence**

References

Sources used to complete this presentation include:

- Brant County Health Unit: A Guide for Building A Healthy Workplace
- Joan Burton, Forum North Presentation, 2003.
- Health Canada. The Workplace Health System - A Six Step Guide. 1994.
- Investing in Comprehensive Workplace Health Promotion by M. Shain and H. Suurvali
- The Health Communication Unit. Comprehensive Workplace Health Promotion Info Packs & Presentation. 2004.
- Treasury Board of Canada (May 2002)