

# Account for Health: Solutions for a Healthier Workplace

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# Objectives of Presentation

To increase awareness and knowledge of:

- Workplace Health Team's approach to workplace health promotion in Peel Region
- Comprehensive Workplace Health Approach (CWPH) and the 6 Steps to Organizational Health
- Workplace as a determinant of health

# Who are We?

Region of Peel

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Peel Health Department

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Chronic Disease and Injury Prevention Division

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Workplace Health Team

# WHO Definition of Health

**A state of complete physical, mental and social well-being, and not merely the absence of disease.**

# Why Workplace Health

- Two thirds of Canadians are in the workplace.<sup>1</sup>
- Canadians spend more than half of their waking day (10.5 hours) working and commuting to and from their place of work.<sup>2</sup>
- Canadian workers highly value a healthy and safe workplace: 72% of workers responding to a national survey considered this to be a 'very important' job feature. However, only 41% say they have a healthy and safe workplace in their current job 'to a great extent'.<sup>3</sup>
- Employment/Working Conditions is a determinant of health (Health Canada, 2010)
- Creating a healthy workplace fosters a work environment that is conducive to high levels of performance (Conference Board of Canada, 2000)

1. Statistics Canada <http://www40.statcan.ca/l01/cst01/labor05.htm>

2. Canadian Fitness Lifestyle Research Institute (2001) <http://www.cflri.ca/pdf/e/2001pam.pdf>

3. Rethinking Work, 2004 national worker survey (n=2002), Ekos Research Associates and Graham Lowe Group Inc.

# Key Determinants of health:

- Income and social status
- Social support networks
- Education and literacy
- **Employment/working conditions**
- Social environments
- Physical environments
- Personal health practices and coping skills
- Healthy child development
- Biology and genetic endowment
- Health services
- Gender
- culture

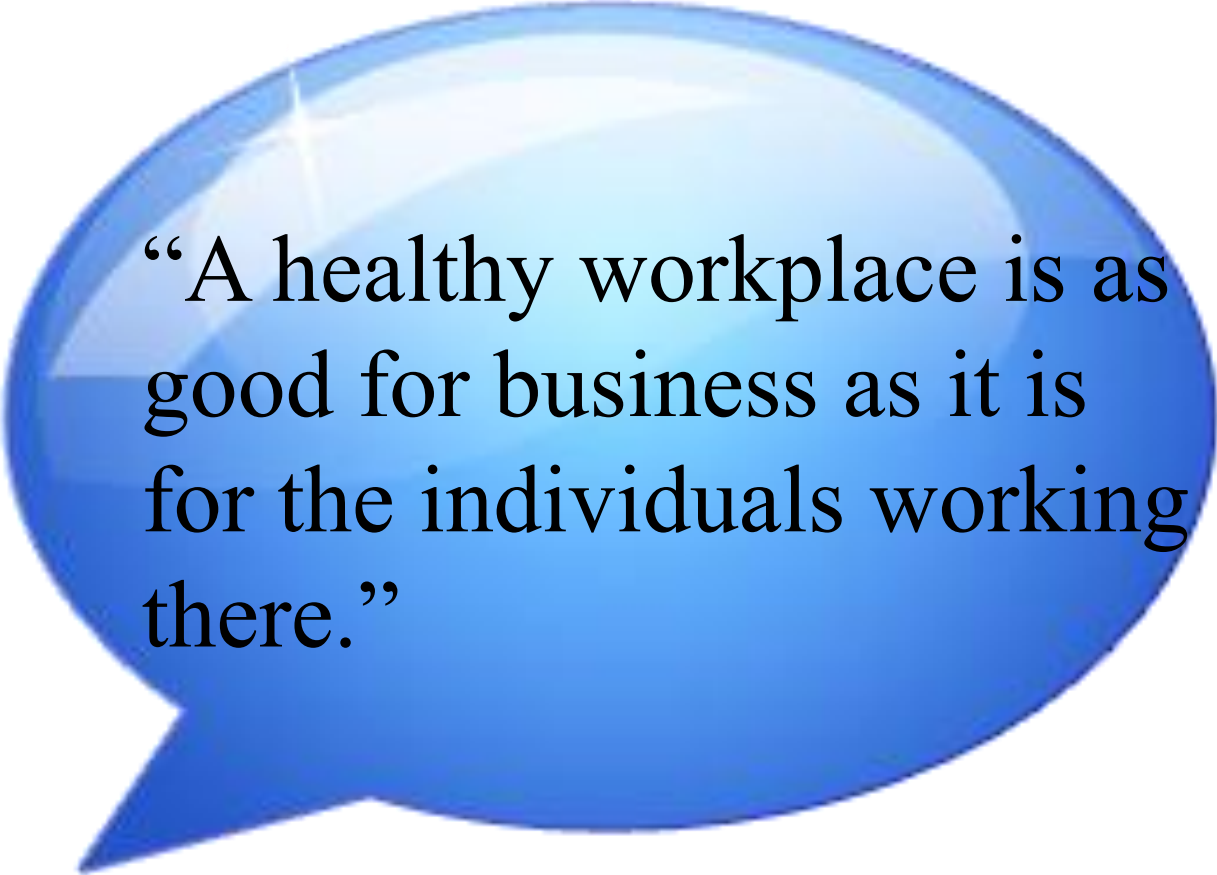
# WHO Definition of Workplace Health:

- A healthy workplace is one in which workers and managers collaborate to use a continual improvement process to protect and promote the health, safety and well-being of all workers and the sustainability of the workplace by considering:
  - Physical work environment
  - Psychosocial work environment
  - Personal health resources

# Our Mission Statement:

Recognizing that the workplace is a determinant of health, we partner with companies to facilitate the implementation of a continual improvement process to optimize organizational and employee health. We utilize an evidence-informed approach to engage workplaces in a model that encompasses three elements:

1. Organizational culture
2. Personal health practices
3. Occupational health and safety



“A healthy workplace is as good for business as it is for the individuals working there.”

Health Canada Corporate Health Model, 1996

# Making your Workplace Healthy

Workplace health promotion interventions that are comprehensive, well-designed, and successfully implemented will have: positive return on investment or cost-benefit ratio.<sup>1</sup>

Benefits can include:

- Reduced absenteeism and injuries;
- Increased recruitment and retention;
- Improved employee health and well-being;
- Reduced grievances, disability time and overall health care costs;
- Improved corporate image and community profile;
- Improved employee morale, satisfaction and commitment; and
- Improved productivity and service quality.

1. Pelletier, K. R. (2005). A review and analysis of the clinical and cost-effectiveness studies of comprehensive health promotion and disease management programs at the worksite: Update VI 2000-2004. *Journal of Occupational & Environmental Medicine* 47(10):1051-58.

# Comprehensive Workplace Health

“Comprehensive Workplace Health Promotion is an approach to:

- Protecting and enhancing the health of employees
- Relies on and builds upon the efforts of employers to create a supportive management
- Under & upon the efforts of employees to care for their own well-being”
  - The Health Communication Unit

# What is Workplace Health?

Physical  
Environment

Individual  
Health  
Practices

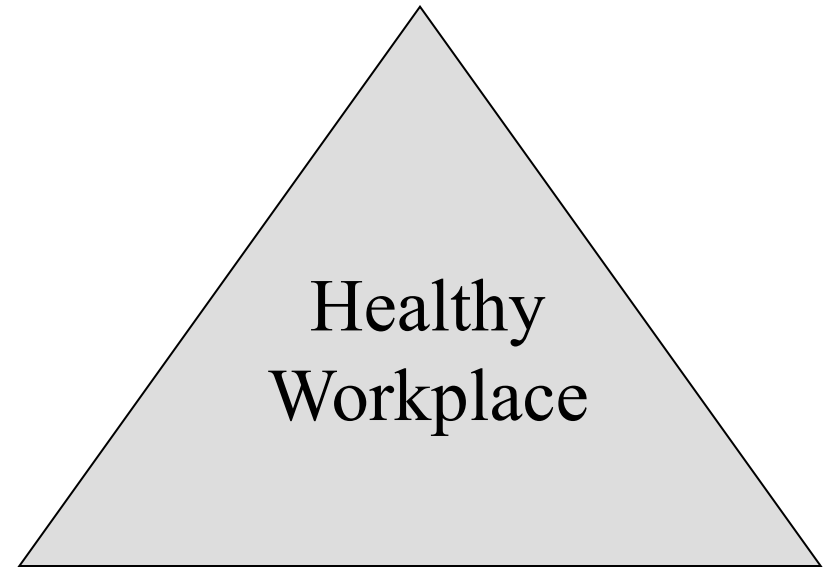


Healthy  
Workplace

Organizational  
Culture

Public Health

# Physical Environment



A healthy physical environment helps to reduce work related injury, illness & disability.

# Individual Health Practices



Workplaces can support the health of their employees by providing opportunities for individuals to improve or maintain their health.



Healthy  
Workplace

# Organizational Culture

Organizational Culture refers to the social environment as perceived and experienced by employees.

# 6 Steps to Organizational Health

1. Obtain Management Support
2. Establish a Workplace Health Committee
3. Conduct a Situational Assessment
4. Develop a Plan for Workplace Health
5. Implement Your Program
6. Monitor and Evaluate

# Develop a Plan for Workplace Health:

- Goals
- Objectives – make them SMART
- Target Audience
- Activities
- Resources
- Timelines
- Person(s) responsible
- Evaluation

# Gaining Organizational Support:

- Management
- Unions/employee associations
- Employees
- Other key stakeholders
- Health Champions/leaders

# Conditions for Success

- Senior management's commitment & involvement
- Participative team approach
- Primary focus on employee's needs
- Optimal use of on-site resources
- Integration of workplace health with corporate mission, vision, values, culture and strategic goals
- Customized to your workplace environment
- Evaluation of workplace health outcomes
- Long-term commitment
- Continuous communication

Source: The Health Communication Unit (THCU)

# Let Us Help

Peel Public Health's Workplace Health Team is here to partner with you to develop, implement and evaluate your workplace health initiatives.

Use our expertise, tools and resources to work through the 6 steps to a healthier workplace.

# Please contact us:

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# Region of Peel Public Health

**905-799-7700**



Public Health

 Region of Peel  
*Working for you*