

Creating a movement for Total Worker Health®

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SAIF will be an industry
innovator that makes Oregon
the safest place to work.


and healthiest



TOTAL WORKER HEALTH™

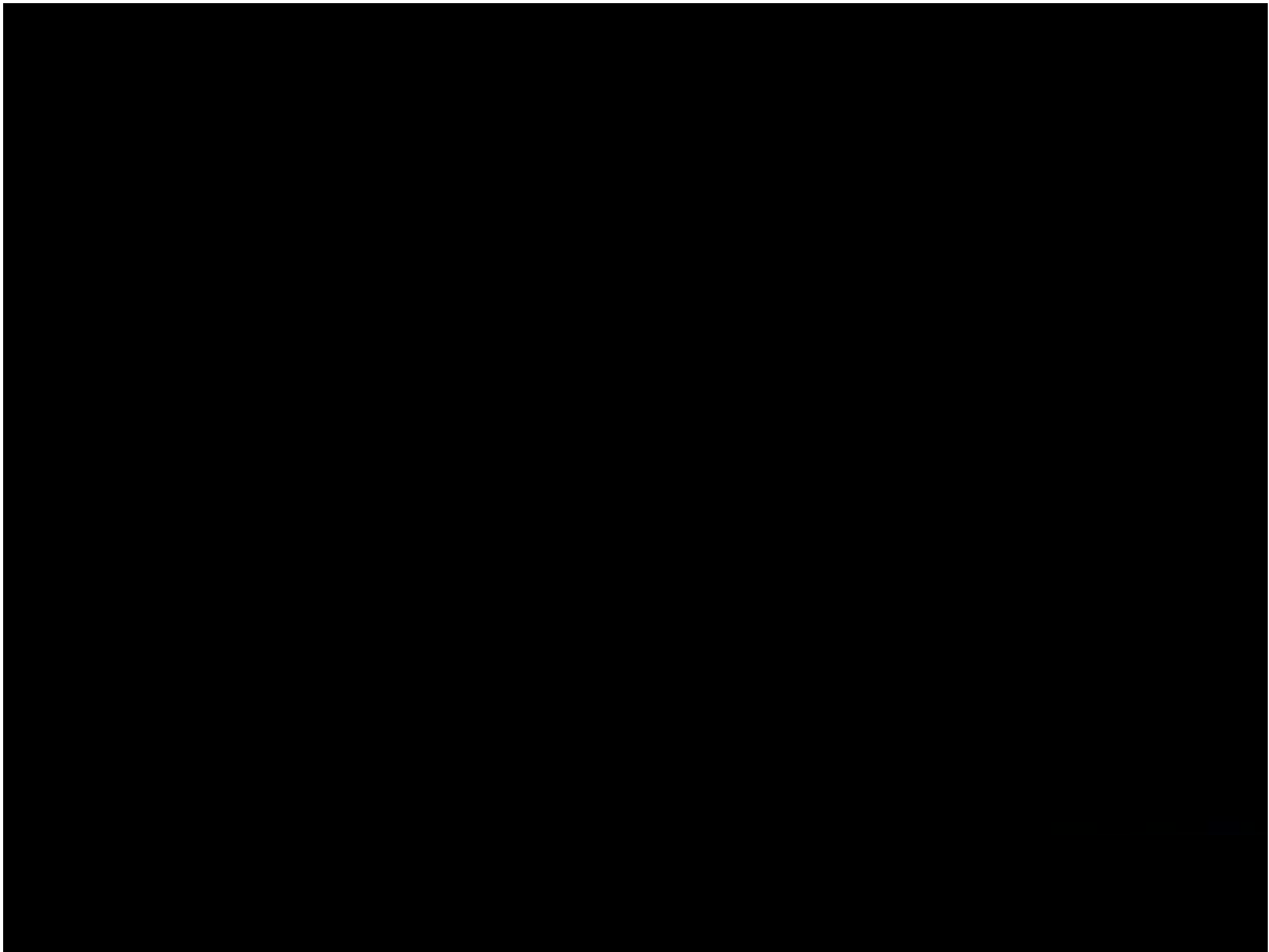
INTEGRATING HEALTH PROTECTION AND HEALTH PROMOTION





Outline

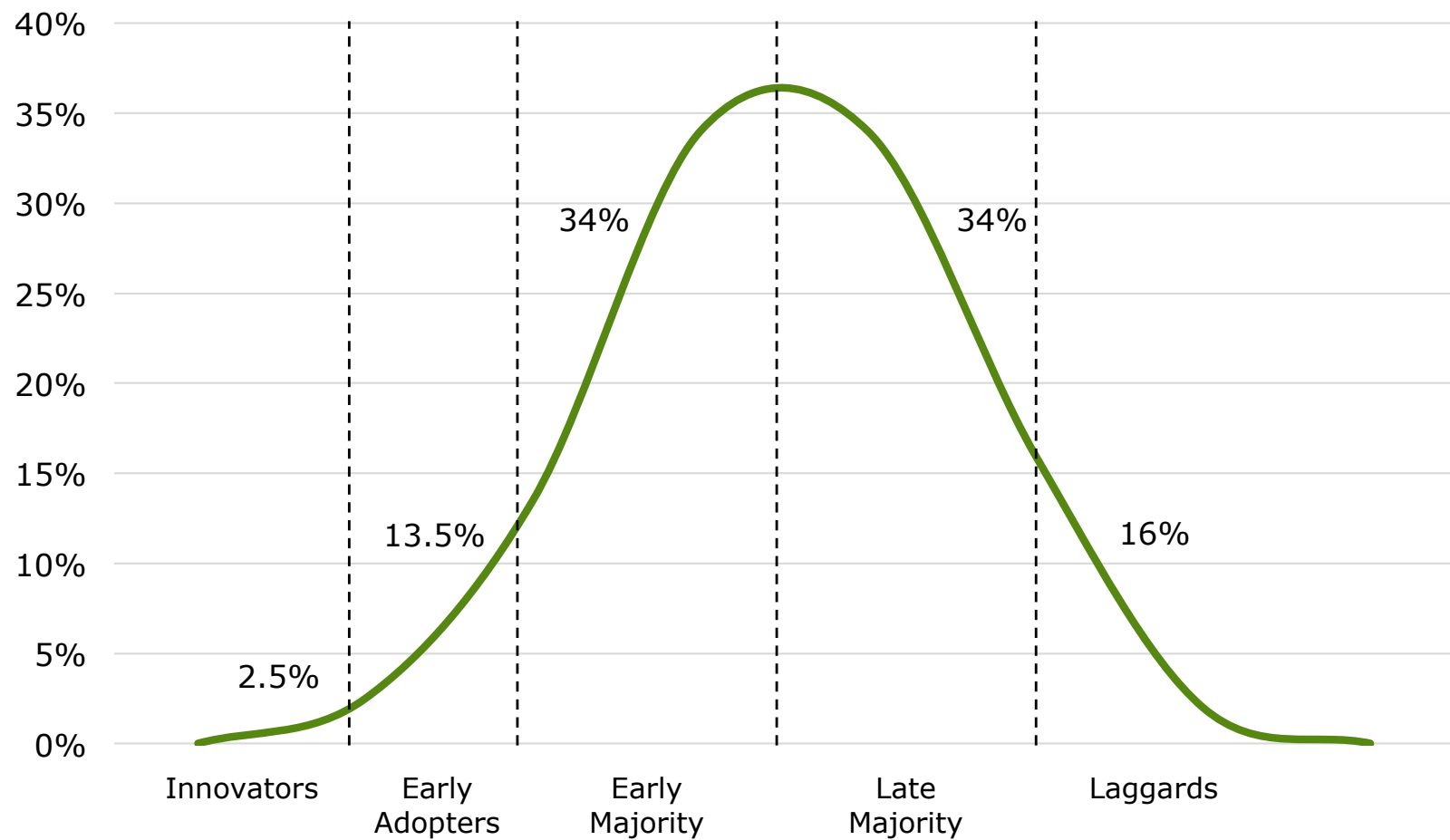
- How to build a movement—the theory and practice
- How SAIF is building the movement in Oregon
- What we need from our partners



<https://www.youtube.com/watch?v=V74AxCgOTvg>



Diffusion of innovation





What Innovations need

- relative advantage (relative to current tools or procedures)
- compatibility with the current system
- complexity or difficulty to learn
- trialability or testability
- potential for reinvention (using the tool for initially unintended purposes)
- observed effects

Innovators



Issues Relevant to Advancing Worker Well-being Through Total Worker Health®

Control of Hazards and Exposures

- Chemicals
- Physical Agents
- Biological Agents
- Psychosocial Factors
- Human Factors
- Risk Assessment and Risk Management

Organization of Work

- Fatigue and Stress Prevention
- Work Intensification Prevention
- Safe Staffing
- Overtime Management
- Healthier Shift Work
- Reduction of Risks from Long Work Hours
- Flexible Work Arrangements
- Adequate Meal and Rest Breaks

Built Environment Supports

- Healthy Air Quality
- Access to Healthy, Affordable Food Options
- Safe and Clean Restroom Facilities
- Safe, Clean and Equipped Eating Facilities
- Safe Access to the Workplace
- Environments Designed to Accommodate Worker Diversity

Leadership

- Shared Commitment to Safety, Health, and Well-Being
- Supportive Managers, Supervisors, and Executives
- Responsible Business Decision-Making
- Meaningful Work and Engagement
- Worker Recognition and Respect

Compensation and Benefits

- Adequate Wages and Prevention of Wage Theft
- Equitable Performance Appraisals and Promotion
- Work-Life Programs
- Paid Time Off (Sick, Vacation, Caregiving)
- Disability Insurance (Short- & Long-Term)
- Workers' Compensation Benefits
- Affordable, Comprehensive Healthcare and Life Insurance
- Prevention of Cost Shifting between Payers (Workers' Compensation, Health Insurance)
- Retirement Planning and Benefits
- Chronic Disease Prevention and Disease Management
- Access to Confidential, Quality Healthcare Services
- Career and Skills Development

Community Supports

- Healthy Community Design
- Safe, Healthy and Affordable Housing Options
- Safe and Clean Environment (Air and Water Quality, Noise Levels, Tobacco-Free Policies)
- Access to Safe Green Spaces and Non-Motorized Pathways
- Access to Affordable, Quality Healthcare and Well-Being Resources

Changing Workforce Demographics

- Multigenerational and Diverse Workforce
- Aging Workforce and Older Workers
- Vulnerable Worker Populations
- Workers with Disabilities
- Occupational Health Disparities
- Increasing Number of Small Employers
- Global and Multinational Workforce

Policy Issues

- Health Information Privacy
- Reasonable Accommodations
- Return-to-Work
- Equal Employment Opportunity
- Family and Medical Leave
- Elimination of Bullying, Violence, Harassment, and Discrimination
- Prevention of Stressful Job Monitoring Practices
- Worker-Centered Organizational Policies
- Promoting Productive Aging

New Employment Patterns

- Contracting and Subcontracting
- Precarious and Contingent Employment
- Multi-Employer Worksites
- Organizational Restructuring, Downsizing and Mergers
- Financial and Job Security



What to eat...



Eat healthy foods



Stay hydrated

What to do...



Get good sleep



Move intentionally

What to avoid...



Chronic stress



Nicotine and other substances of abuse

- ✓ Each has organizational level strategies
- ✓ Each impacts the frequency and/or severity of injuries at work and at home
- ✓ Each addresses a risk factor for chronic disease
- ✓ Each can be improved through a worksite intervention.



Unhealthy foods



Unhealthy beverages or inadequate hydration



Fatigue



Inactivity



Chronic stress



Nicotine and other substances of abuse



What is Total Worker Health®?

Total Worker Health® is defined as policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being.



Wait ... what?

Safety

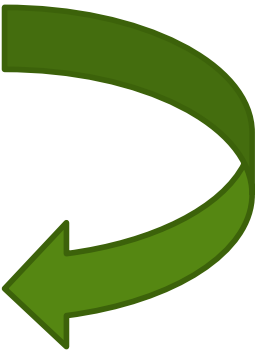
- Responsibility of employer
- Happens at work
- Hazards and controls

Wellness

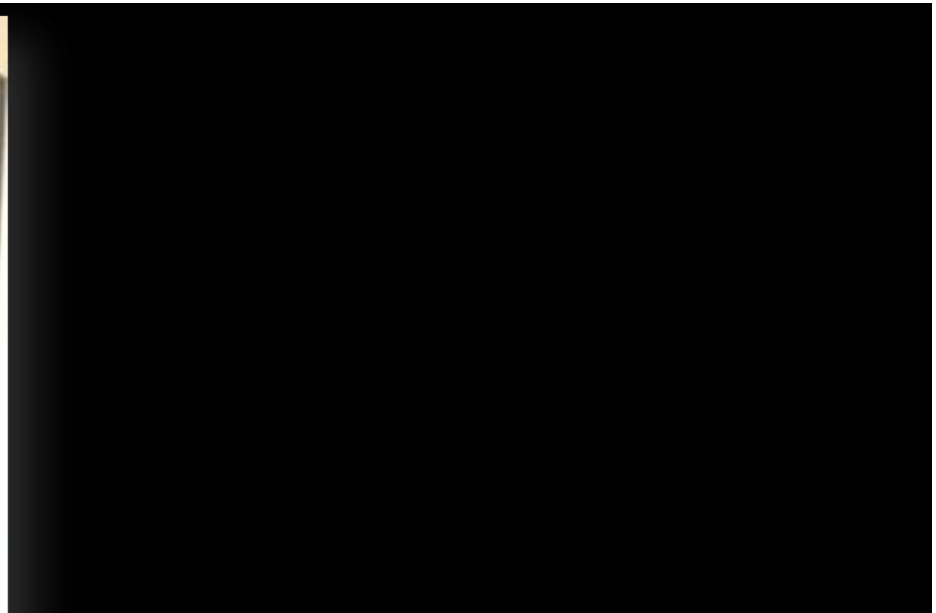
- Responsibility of employee
- Happens at home or on breaks
- Programs and activities



Total Worker Health

- Responsibility of employer **and** employee
 - Happens at work and at home
 - Environment, management systems, and personal responsibility
- 







FITrack

Station 1

HAMSTRING STRETCH

Place right foot on top of post. Keep right leg slightly bent. Lean forward over knee of raised leg. Repeat with left leg.





QUADRICEPS STRETCH

Hold right foot in right hand behind back. Pull leg away from buttocks. Repeat with other leg.

CALF STRETCH

Place both hands on post. Bend left leg. Keep heels flat on the ground. Push hips forward until there is tension in the calf. Repeat with right leg bent.



FIT Points

TOE TOUCHES	CALF LIFTS	BODY TURNS
<ul style="list-style-type: none"> Stand with legs together. Bend from the bottom of your back and reach for your toes. Repeat the exercise 10-15 times. 	<ul style="list-style-type: none"> Stand with legs together. Slowly raise yourself up onto your toes. Slowly lower yourself back down. Repeat the exercise 10-15 times. 	<ul style="list-style-type: none"> Stand with hands on hips. Turn upper body as far as you can to the left. Now turn upper body as far as you can to the right. Repeat the exercise 20-30 times.





Early Adopters





Logic model

Strengthen consultant skill and confidence

- Track confidence
- Build skills
- Create key tools
- Motivate through recognition and reinforcement

Motivate businesses to adopt TWH principles

- Consult, share tools
- Training for implementation
- Assessment/
benchmarking tool
- Peer success stories
- Ask for input



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Put safe and healthy habits within reach



Strengthen your policies and management practices:

- Provide healthy incentives—subsidized bus passes instead of free parking.
- Include tobacco cessation, behavior coaching, and other supportive programs in

Contaminant hazards

"What we do is largely determined by what is around us. When you consider Americans spend one-third of our lives at the job, the workplace has a lot of influence."

James Freeman, Total Worker Health Leadership

Supporting a safe and healthy workplace isn't just good for people. It's good for business. Studies show that healthy workers get hurt less, are more productive and engaged, and have lower insurance costs.

Most people want to lead safe, healthy, and fulfilling lives. But changing behavior is hard. You can help by creating workplace policies, practices, programs, and environments that promote worker health and safety, and lead to overall well-being. It's a concept called Total Worker Health®, and it's being embraced by lots of Oregon businesses like yours.

Here are some ideas to get started:

Change

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Avoid tobacco

Signs that tobacco may be an issue at your workplace:

- Employees smoking in vehicles
- People smoking against driving breaks
- Cessation or cessation costs, which often have many smokers.



Nearly 70 percent of all smokers want to quit. By supporting them in doing so, employers will have healthier and more productive workers, and may reduce insurance and maintenance costs. Even better, quitting smoking can have a positive impact on workers' lives, saving them money, decreasing cancer risk, and improving sleep quality. With organizational changes and support, you can make avoiding tobacco easier for employees. Here's what has worked well:

Promote health

Reduce chronic stress

Signs that stress may be an issue at your workplace:

- Decline in work quality
- Absence or irritability
- Absenteeism
- High turnover
- Crowded workspaces
- Unaddressed hazards such as noise, insufficient lighting, poor housekeeping
- Freely equipment
- Computer concerns
- Lack of control over how work gets done

Chronic stress costs U.S. employers \$300 billion a year, lowering productivity, increasing absenteeism, and leading to medical and insurance costs. It also can lead to "presenteeism"—being physically present, but not mentally engaged, which can cause workplace injuries. More importantly, stress can significantly impact personal health, and has been linked to heart disease, depression, obesity, and other illnesses.

With organizational changes and support, you can reduce employee stress. Here's what has worked well at other organizations.

Address workplace safety. Employees worried about their safety are less able to focus on the task at hand.

Remove or reduce annoyances. Irritating sounds, smells, lighting, and temperatures may seem small but cause unnecessary stress.

Support increased engagement by promoting:

Purpose. Employees want to know that what they are doing is worthwhile.

Learning. Provide opportunities for skills development, new experiences, and training.

Value. Make sure your employees know you care about them beyond their ability to impact the bottom line.

Support resilience. Encourage social connections, fun, physical activity, and recognition, which help us cope with stress.

Focus on management. Effective management requires teamwork and collaboration.

Support work-life benefits such as flexible family members, flexible vacation

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Get active

Signs that inactivity may be an issue at your workplace:

- Office sitting time at desks and computers
- Working long shifts
- Workstations are not ergonomically adjusted

Regular exercise can improve health and mood, and even reduce the risk of some cancers, while strengthening bones and muscles. Physically active workers are less prone to absenteeism, as well as to stress and injuries. They are also more alert and more likely to be engaged in the task at hand.

Supporting employees as they seek to become more physically active can decrease the risk of injuries while boosting morale. Here's what has worked well at other organizations.

Provide safe and interesting places to walk or move. Check parking lots and stairways for uneven surfaces, clutter, and poor lighting. Provide outside bike racks/bike storage and shower facilities.

Evaluate workstations for neutral postures. Consider adjustable height workstation

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Prevent fatigue

Signs that fatigue may be an issue at your workplace:

- Physically or mentally exhausted workers
- Long shifts, long work weeks, late night or early morning shifts
- Back shift rotations more than 12 hours off between shifts
- Long commutes
- Physical symptoms, such as irritability or tired eyes
- Heavy caffeine consumption
- Poor work/life balance
- Conflicting work and home responsibilities
- Lack of control over work schedule

When workers are tired, productivity can decline and injury risk can increase. Fatigue also may cause "presenteeism"—being physically present but not mentally engaged, which has been linked to costly errors, slower reaction times, and reduced performance. Chronic fatigue can have serious health consequences, including obesity, high blood pressure, and diabetes.

Making workplace changes to prevent fatigue and promote quality sleep improves employee health while increasing productivity and safety. Here's what has worked well at other companies.

Consider how job layout, ergonomics, and lighting affect worker fatigue.

Limit noise exposure, ensure adequate ventilation, and eliminate fatigue-causing chemicals and other substances as much as possible. On the night shift, provide place for exercise or a safe, cool, comfortable place for 20-minute naps. Provide a break area away from the work area to aid in fatigue recovery.

Control hazards, including reducing or eliminating clutter. Uncontrolled hazards can increase worker stress, which leads to fatigue over the course of a shift.

Support flexible schedules, with personal control over scheduling when possible. Give employees control over break times so they can recover or quickly recharge from strenuous or repetitive work. Vary tasks, offer work-life balance, or take a long time.

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Stay hydrated

Signs that hydration may be an issue at your workplace:

- Excessively warm temperatures
- Water allowed only on break
- Heavy or strenuous work
- Heavy clothing, gear, or personal protective equipment
- Less or coffee or energy drinks
- Variable shifts
- Frequent headaches
- Difficulty eating/drinking

Healthy hydration is a win-win for employers and employees. Water keeps our joints and muscles lubricated, which helps prevent strains and sprains. Not drinking enough water contributes to "presenteeism"—being physically present but not mentally engaged, which can cause costly errors and workplace injuries. Workplace strategies that support healthy hydration go beyond just telling employees to drink more water. Here's what has worked well at other organizations.

Adjust the work environment. Install air conditioning or other cooling systems for employees working in hot areas, or consider adding a cooling room or portable fogger fans. Offer shaded areas for outdoor work.

Make cool, clean water available at every worksite, and encourage frequent water breaks. Install fast-fill water stations in easily accessible locations. During meetings or events, provide water as an alternative to coffee or sugary beverages, which can contribute to dehydration. Consider removing coffee and energy drinks from vending machines.

Educate workers and supervisors on the importance of hydration and signs of heat stress so they can self-monitor and respond as needed.

Offer cooling vests or neck wraps to help in hot environments. Branded water bottles printed with hydration information are another great giveaway.

Your employees work in the environment every day. Ask them what solutions they have for staying hydrated.



Promote healthy eating

Signs that unhealthy eating may be an issue at your workplace:

- Limited healthy food options
- Lack of healthy alternatives (such as healthy food choices)
- Few healthy food options at lunch and on breaks
- Few places to eat (such as break rooms or cafeterias)
- Employees bringing in their own food

Employees who eat healthy foods are less prone to fatigue and weight gain, which can lead to chronic medical conditions. Good nutrition also promotes alertness, so workers are less likely to suffer from "presenteeism"—being physically present but not mentally engaged, which can contribute to injuries. By using organizational strategies that put nutritious options within reach, you can support employees who want to make healthy food choices. Here's what has worked well at other organizations.

Encourage eating food from home by providing refrigerators, microwaves, or coolers. Eliminate or reduce unhealthy options in vending machines, and make healthier choices less expensive.

Teach employees about healthy eating. Or take it a step further by providing cooking classes or facilitating healthy recipe sharing. Have a local restaurant or deli put together tasty, nutritious options for a meeting or special lunch.

Consider giving employees portion-sized containers they can use for lunches. Cutting boards are another great giveaway that promotes vegetable and fruit preparation at home. Water bottles help encourage hydration.

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Recognize and reinforce





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www.saif.com/twh



Culture

Environment



**Policies and
management practice**









Gives business

- Assessment
- Recognition, benchmarking and feedback
- Action plan for next steps

Gives SAIF

- Tangible tool for consulting
- Ability to track TWH uptake and change
- Potential for leading indicator



Success stories

- Bend Police Department

www.opb.org/news/article/bend-police-yoga-wellness-mindfulness/

Role of partners



Oregon TWH Alliance

 **OREGON HEALTHY
WORKFORCE CENTER**
A NIOSH CENTER OF EXCELLENCE



Oregon Institute of Occupational Health
Sciences



saif
Work. Life. Oregon.



What do we need from research partners?

- Simple actions, easily emulated
- Short, understandable, audience tested
- Visible and public
- Research into how to spread, not just how to dance
- Makes a difference on biggest risk and exposure



What do we need from TWH worksites?

- Be visible and public
- Share stories and allow us to share your story
- Embrace peers as equals
- Continue learning
- Help us continue to learn



Resources

www.saif.com/TWH

www.saif.com/promotehealth

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Life.
Oregon.