OREGON TWH ALLIANCE

Total Worker Health® 101: Basic Principles

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Course Introduction, Participant introductions, Alliance Curriculum & Objectives

Key objectives

Define Total Worker Health®(TWH) & key terms

Identify TWH 101 Health Core Principles

Identify the five defining elements of TWH

Illustrate how organizations can implement TWH

Develop “next steps” applicable to your organization

Total Worker Health 101: Core principles

- How we define TWH and key concepts.
- Leadership, employee engagement and culture all affect TWH.
- Health, safety and well-being outcomes intertwine and interact.
- TWH affects organizational value and costs.
- Effective TWH programs require evaluation, sustainability and continuous improvement and confidentiality.

Part 1: Understanding TWH

What is Total Worker Health®?

Total Worker Health®

What is Total Worker Health® ?

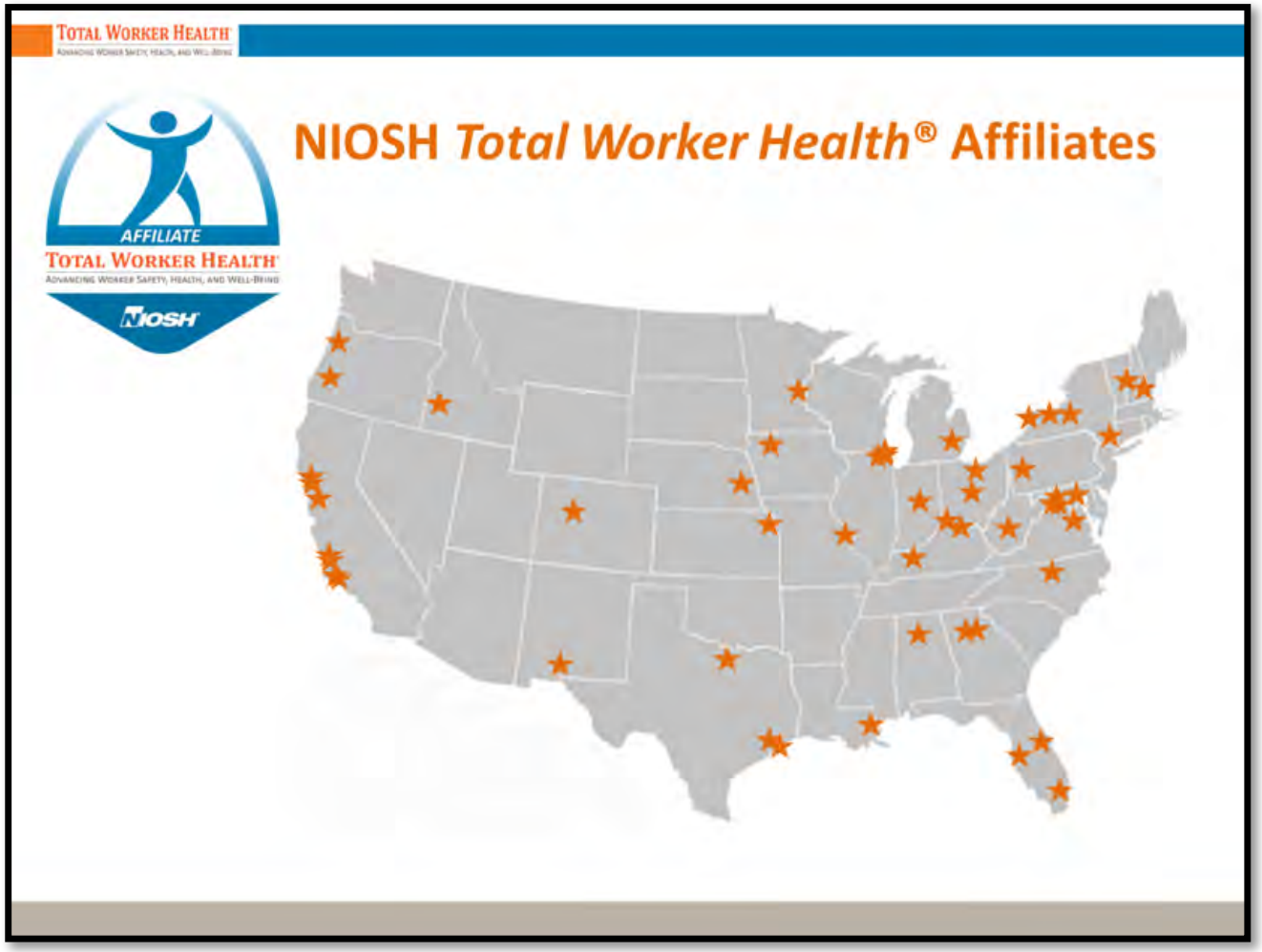
….policies, programs, and practices that

integrate protection from work-related safety & health hazards with promotion of injury and illness prevention efforts

to advance worker well-being.

Centers of Excellence for *Total Worker Health®*

NIOSH Total Worker Health® network



Other Affiliates: AAOHN, ACOEM, ASSP, ACPM, AIHA, AOHP, NIH, NSC, SOHP

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Why does work influence our health and well-being?

Why does work influence our health and well-being?

- Work conditions determine risk for injury, illness and disability
- Work provides access to most health-related benefits
- Important aspects of our work such as wage and location influences our health and the communities in which we live
- Our work influence our commutes which impact our health.
- Work controls many elements of our daily life, particularly the time we have for physical activity, healthy eating, relationships, and rest and sleep.

Part 2: TWH Concepts

Worker Well-being

Measuring well-being

MENTAL
HEALTH

Meaningful Work

Movement Break

5

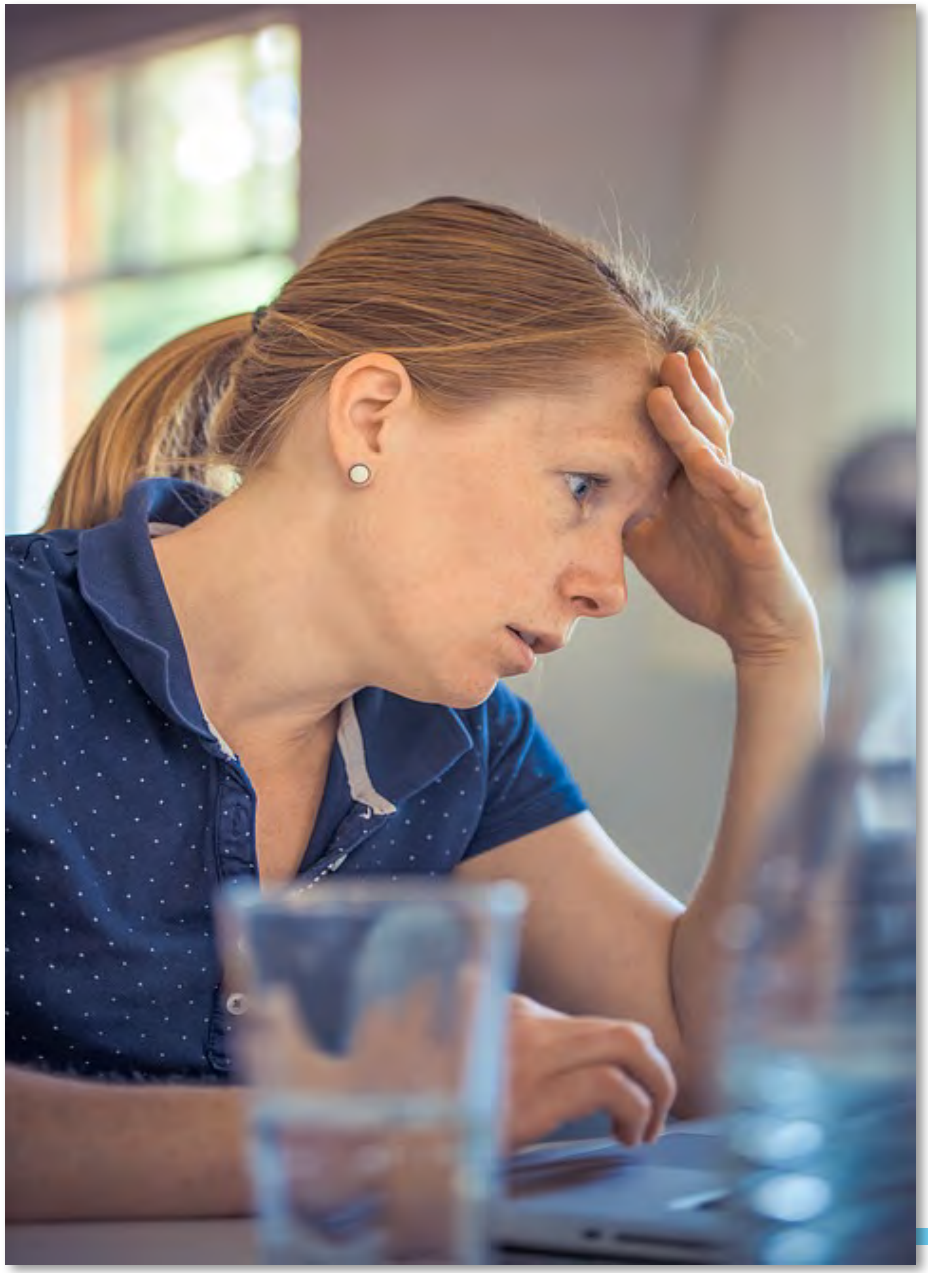
minutes

GO

John Howard on Stress

Psychosocial Stress

- Experience coming from any type of interaction with people.
- You may feel high blood pressure, sweating, rapid heart beat, dizziness and feelings of irritability or sadness.
- What might be different stressors or causes of psychosocial stress?



Stress and Health

- The more control we have over our life or schedule gives us higher well being and may buffer other negative stressors.
- The higher our skill level, occupational grade, and job complexity the higher our general physical and mental well being
- Social support and social integration are associated with better health and longevity.

Tips to reduce workplace stress

- Create more control and autonomy
- Social Support
- Demonstrate commitment to offering help
- Encourage people to care for one another
- Fix the language
- Support shared connections

What else affects health?

What affects health?

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Social determinants of health" from The California Healthy Places Index (HPI)

30

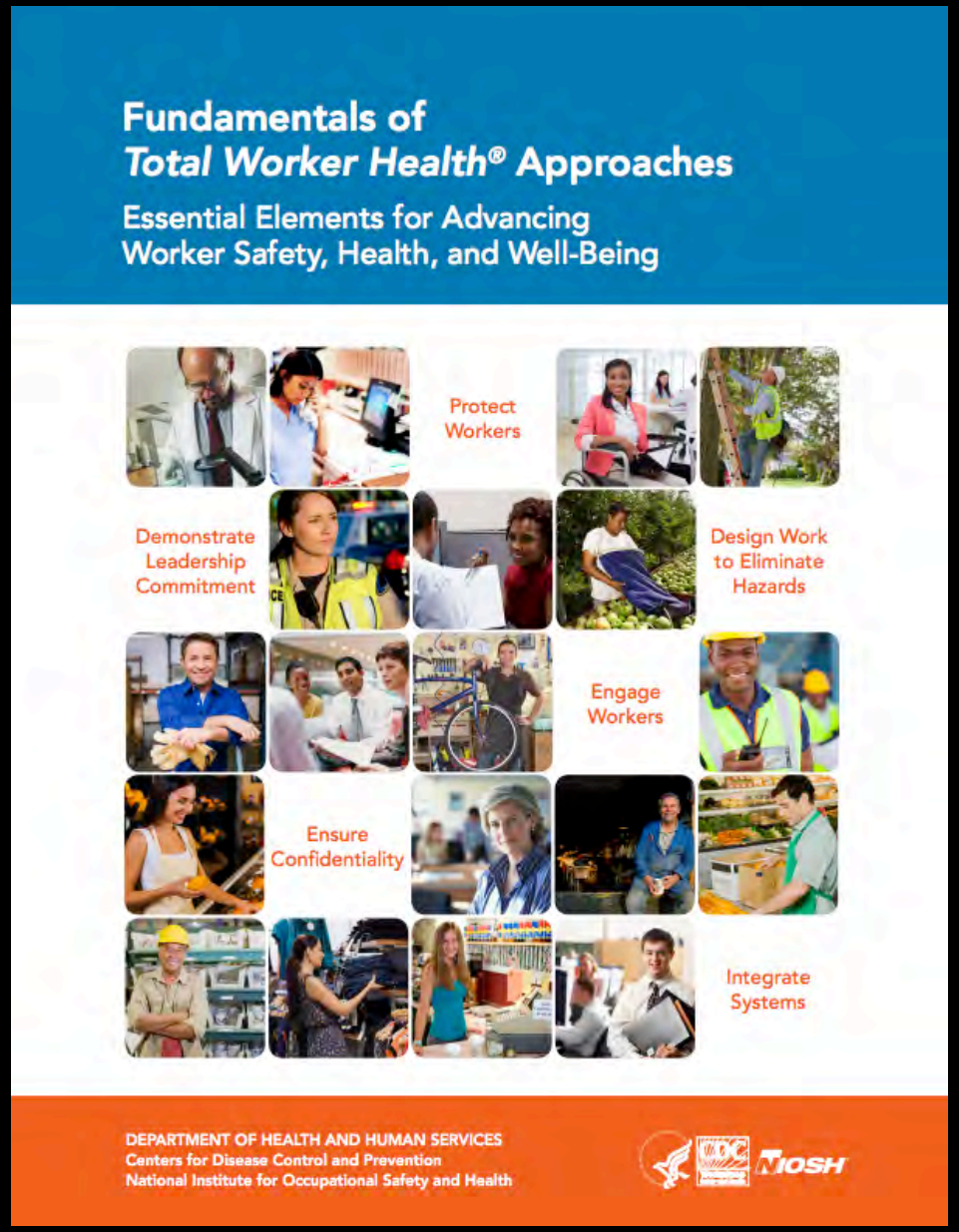
seconds

GO

Part 3: TWH Defining Elements

Fundamentals of TWH

- Element 1: Demonstrate leadership commitment to safety and health at all levels.
- Element 2: Design work to eliminate or reduce safety and health hazards & promote worker well-being.
- Element 3: Promote and support worker engagement through program design & implementation.
- Element 4: Ensure confidentiality and worker privacy.
- Element 5: Integrate relevant systems to advance worker well-being.



Leadership commitment

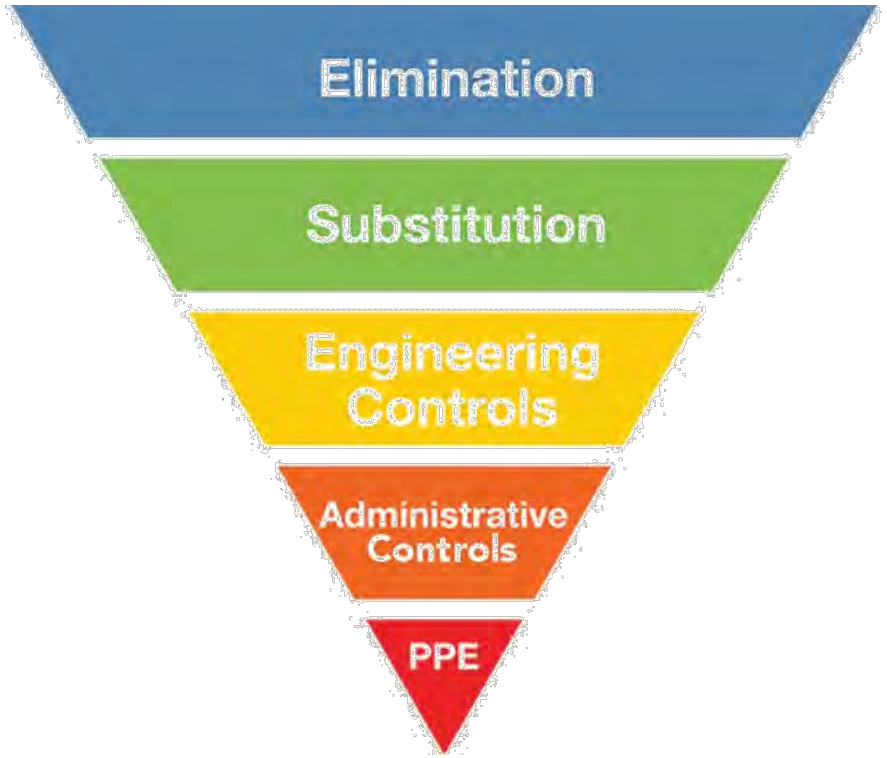
Healthier and supportive supervision

Supervisors can be supportive by:

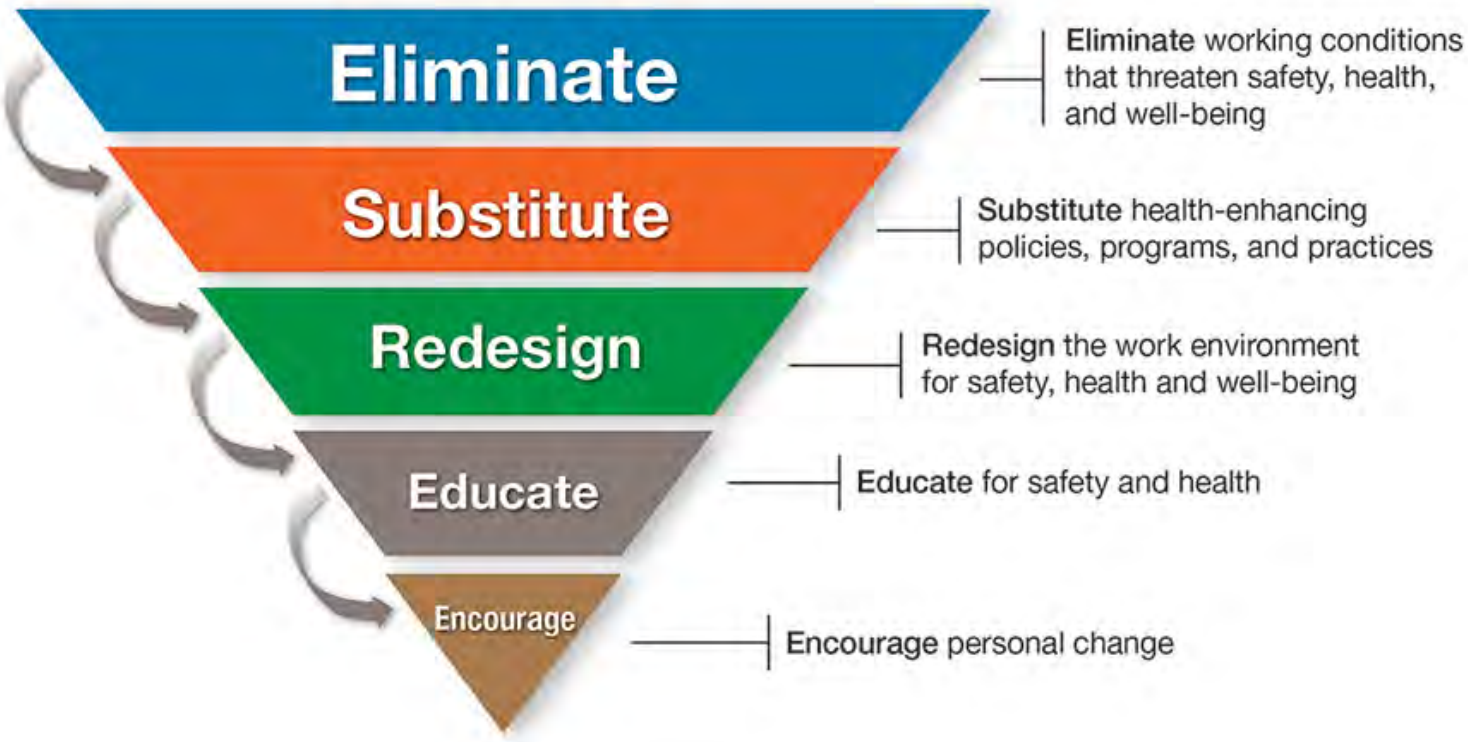
- Recognizing pressures and demands of personal/family responsibilities
- Communicating genuine concern and understanding
- Being knowledgeable about work-life programs, resources and policies
- Sharing how they manage their own work-life responsibilities
- Being clear about expectations and how the job should be done; Providing guidance on how to best communicate in a team

Design work

NIOSH Companion Hierarchy of Controls



Traditional Hierarchy of Controls – NIOSH 2015



The Hierarchy of Controls Applied to NIOSH Total Worker Health®

Violence
Pay
Work
Hours
Stress
Sleep
Circadian
Exercise
Life
Layoffs
Insomnia
Benefits
Injuries
Accidents
Shift
Fatigue
Overtime
Diet
Depression
Apnea
Diseases

ENGAGE

Bike to work Day

Confidentiality and worker privacy

Integration

Organizational Needs Assessment

Injury & WC data

Medical health insurance info

Employee survey & assessments

Safety & health checklists/audits

NIOSH promising practices

Healthy supervision

Paid sick leave

Flexibility and control of schedule

Ergonomically friendly workspace

Active meetings

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What can organizations do to build and sustain TWH?

- Worker participation in workplace problem solving
- Paid family & sick leave, paid medical benefits
- Equitable wages, safe staffing levels, voluntary overtime
- Respect, fair performance appraisals & advancement opportunities
- Attention to work-life Integration
- Recognition of work factors as potential causes of chronic conditions

What can organizations do to build and sustain TWH?

- Discrimination, harassment, and violence prevention
- Health-enhancing work organization and healthier
- Confidential occupational health and prevention services
- Programs to help workers manage their health challenges
- Support for productive aging across the working life span

Movement Break

5

minutes

GO

What does it look like in the real world?

Giben

60

seconds

GO

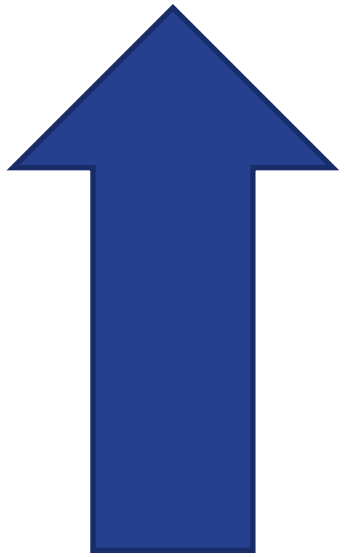
Part 4: Business and value propositions

1/3

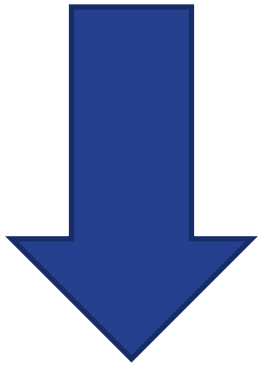
50%

20%

ROI



Retention,
Morale,
Productivity



Absenteeism

ODG Data on comorbidity impact

Back sprain, Oregon, 20 years old, sedentary worker

Average: 3 days

+ diabetes: 20 days

+ obesity: 29 days

+ both diabetes and obesity: 43 days

ODG Data on comorbidity impact

Meniscus tear, Oregon, 20 year old, sedentary worker

- Average: 27 days
- + smoking: 57 days
- + diabetes: 67 days
- + obesity: 90 days
- + all three: 146 days

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

Prevention and Control of Hazards and Exposures

Built Environment Supports

Compensation and Benefits

Workforce Demographics

Work Arrangements

Organization of Work

Healthy Leadership

Community Supports

Policies

Technology

Part 5. Program evaluation, sustainability and continuous improvement

Why is program evaluation important?

How do you do an effective evaluation?

Part 6: Putting it all together

Case study – Rising Employee Health Expenses

10

minutes

GO

Ideas to implement now…

Dedicate a portion of time at meetings for updates…

Hold joint meetings...

Discuss plans for the future...

Ask employees what factors are getting in the way and to share examples of things that work.

Sponsor brief lunch-and-learns

Ideas to implement now…

Incorporate new info into existing training…

Consider sharing physical resources and spaces...

Give workers more flexibility and control...

Ensure built environment, policies and work schedules enhance safety and well-being

Final thoughts