



**HEALTH AND
PRODUCTIVITY IN THE
WORKPLACE**

**OCCUPATIONAL HEALTH
& SAFETY**

Objective of the Module:

- The main objective of this module is to present the importance and significance of OCCUPATIONAL HEALTH & SAFETY in respect to the health and productivity in the workplace



Aim:

This topic aims at defining occupational safety and health at the workplace, outlining its importance and significance with respect to the employer and the employees as well as at presenting models for ensuring workplace health promotion.

Objectives:

- To define what is occupational safety and health (OSH)
- Why is it important to ensure occupational safety and health
- Benefits of workplace health promotion & healthcare programs
- Workplace healthcare models
- What is a risk assessment and why is it important to be regularly performed



Your greatest wealth: your staff's good health

Occupational safety and health (OSH) is generally defined as “the science of the anticipation, recognition, evaluation and control of hazards arising in or from the workplace that could impair the health and well-being of workers, taking into account the possible impact on the surrounding communities and the general environment.”



Main aims of Occupational safety and health:

- the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations;
- the prevention amongst workers of departures from health caused by their working conditions;
- the protection of workers in their employment from risks resulting from factors adverse to health;
- the placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities;

To summarize: the adaptation of work to man and of each man to his job.





Three different objectives of OSH:

- 1) the maintenance and promotion of workers' health and working capacity;
- 2) the improvement of working environment and work to become conducive to safety and health and
- 3) development of work organizations and working cultures in a direction which supports health and safety at work and in doing so also promotes a positive social climate and smooth operation and may enhance productivity of the undertakings.



Why it is important to ensure occupational safety and health?

- healthy workers are productive and raise healthy families; thus healthy workers are a key strategy, i.e. goal, for overcoming poverty.
- workplace health risks are higher in the informal sector and small industry which are key arenas of action on poverty alleviation, where people can work their way out of poverty;
- safe workplaces contribute to sustainable development, which is the key to poverty reduction;
- the processes of protecting workers, surrounding communities and the environment for future generations have important common elements, such as pollution control and exposure reduction;



Why it is important to ensure occupational safety and health?

- much pollution and many environmental exposures that are hazardous to health arise from industrial processes, that may be influenced by occupational health and safety programmes;
- occupational safety and health can contribute to improving the employability of workers, through workplace (re)design, maintenance of a healthy and safe work environment, training and retraining, assessment of work demands, medical diagnosis, health screening and assessment of functional capacities;
- occupational health is fundamental to public health, for it is increasingly clear that major diseases (e.g. AIDS, heart disease) need workplace programmes as part of the disease control strategy.





Standards and other instruments on occupational safety and health

International labour organization (ILO) has issued standards (conventions and recommendations) and the other instruments on occupational safety and health (codes of practice and guidelines) that aim at ensuring and promoting a safe and healthy working environment.

Standards

- Legal instruments drawn up by the ILO's constituents (governments, employers and workers) and setting out basic principles and rights at work. They are either conventions, which are legally binding international treaties that may be ratified by member states, or recommendations, which serve as non-binding guidelines.

Code of Practice

- Sets out practical guidelines for public authorities, employers, workers, enterprises, and specialized occupational safety and health protection bodies (such as enterprise safety committees). CoP provide guidance on safety and health at work in certain economic sectors, on protecting workers against certain hazards, and on certain safety and health measures

Guidelines

- These guidelines call for coherent policies to protect workers from occupational hazards and risks while improving productivity. They present practical approaches and tools for establishing, implementing and improving occupational safety and health management systems, with the aim of reducing work-related injuries, ill health, diseases, incidents and deaths.



What are workplace health programs?

Workplace health programs refer to a coordinated and comprehensive set of strategies which include programs, policies, benefits, environmental supports, and links to the surrounding community designed to meet the health and safety needs of all employees.



Benefits of Workforce Health Promotion

| To the organization | To the employee |
|--|--|
| a well-managed health and safety programme | a safe and healthy work environment |
| a positive and caring image | enhanced self-esteem |
| improved staff morale | reduced stress |
| reduced staff turnover | improved morale |
| reduced absenteeism | increased job satisfaction |
| increased productivity | increased skills for health protection |
| reduced health care/insurance costs | improved health |
| reduced risk of fines and litigation | improved sense of well-being |



Examples of workplace health program components and strategies include:

- ✓ Health education classes
- ✓ Access to local fitness facilities
- ✓ Company policies that promote healthy behaviors such as a tobacco-free campus policy
- ✓ Employee health insurance coverage for appropriate preventive screenings
- ✓ A healthy work environment created through actions such as making healthy foods available and accessible through vending machines or cafeterias
- ✓ A work environment free of recognized health and safety threats with a means to identify and address new problems as they arise



Impact of workplace health programs

- Workplace health programs can lead to change at both the individual (i.e., employee) and the organization levels.
- For individuals, workplace health programs have the potential to impact an employee's health, such as their health behaviors; health risks for disease; and current health status.
- For organizations, workplace health programs have the potential to impact areas such as health care costs, absenteeism, productivity, recruitment/retention, culture and employee morale.
- Employers, workers, their families and communities all benefit from the prevention of disease and injury and from sustained health.



Specifically, occupational health can help with:

- ✓ Arranging preventative treatment to cut ill-health and absence
- ✓ Pre-employment medicals that identify problem issues
- ✓ Support for successful returns to work for long-term sick employees
- ✓ Improvements to workplace health and safety

External healthcare providers can also provide expert advice when planning and implementing healthcare programmes — 39% of HR professionals rely on them for this purpose (Willis PMI, 2013).



Building a workplace health program should involve a coordinated, systematic and comprehensive approach

WORKPLACE HEALTH MODEL

1 ASSESSMENT

INDIVIDUAL

(e.g. demographics, health risks, use of services)

ORGANIZATIONAL

(e.g. current practices, work environment, infrastructure)

COMMUNITY

(e.g. transportation, food and retail, parks and recreation)

4 EVALUATION

WORKER PRODUCTIVITY

(e.g. absenteeism, presenteeism)

HEALTHCARE COSTS

(e.g. quality of care, performance standards)

IMPROVED HEALTH OUTCOMES

(e.g. reduced disease and disability)

ORGANIZATIONAL CHANGE, "CULTURE OF HEALTH"

(e.g. morale, recruitment/retention, alignment of health and business objectives)



2 PLANNING & MANAGEMENT

LEADERSHIP SUPPORT

(e.g. role models and champions)

MANAGEMENT

(e.g. workplace health coordinator, committee)

WORKPLACE HEALTH IMPROVEMENT PLAN

(e.g. goals and strategies)

DEDICATED RESOURCES

(e.g. costs, partners/vendors, staffing)

COMMUNICATIONS

(e.g. marketing, messages, systems)

3 IMPLEMENTATION

PROGRAMS

(e.g. education and counseling)

POLICIES

(e.g. organizational rules)

BENEFITS

(e.g. insurance, incentives)

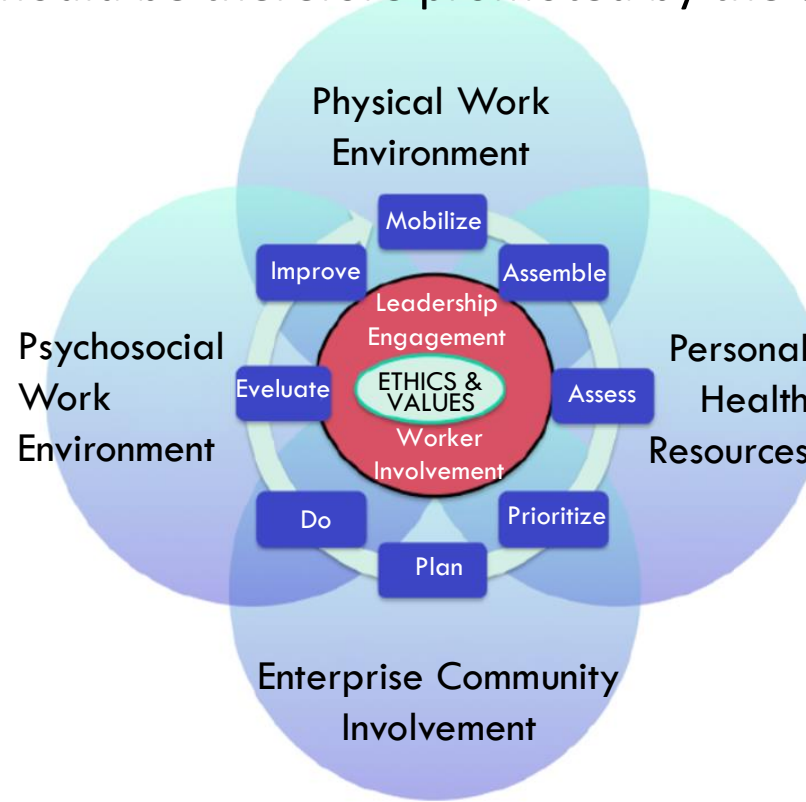
ENVIRONMENTAL SUPPORT

(e.g. access points, opportunities, physical/social)



Ensuring a healthy workplace is a multi-component process which has to be embedded in company's culture, mission and values and should be therefore promoted by the top management and leadership teams within the company.

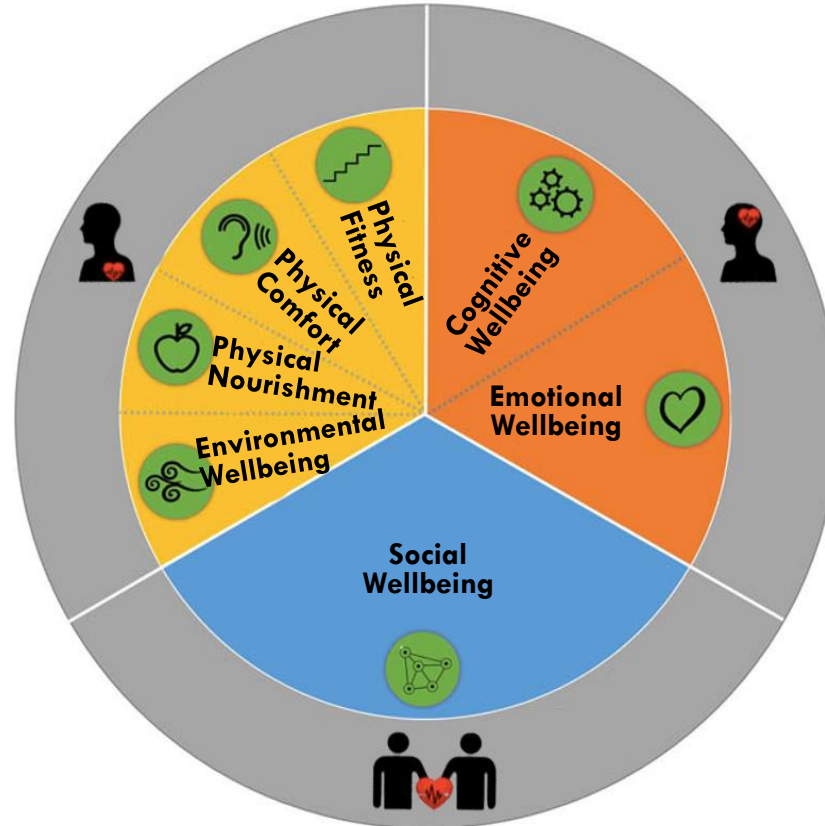
WHO Healthy Workplace Model: Avenues of Influence, Process, and Core Principles Physical Work





PROWELL Model: seven dimensions of workplace wellbeing

A practical tool to be used in ensuring employees' workplace wellbeing is **PROWELL Model**. According to the model workplace wellbeing is dependent on three main areas: **physical, mental and social**. The employer should aim to create prerequisites and provide comfort in all of them in order to have healthy, happy satisfied and engaged employees.



MENTAL
 Security; Esteem; Cognitive Needs; Aesthetics; Self-Actualization; Transcendence

PHYSICAL
 Biological & Physical Needs; Safety

SOCIAL
 Belongingness & Love



The Health and Safety Executive (HSE)'s definition of a **risk assessment** is:

"...a careful examination of what, in your work, could cause harm to people, so that you can weigh up whether you have taken enough precautions or should do more to prevent harm...."

Why do a risk assessment?

A risk assessment will protect your workers and your business, as well as complying with law. As for when to do a risk assessment it should simply be conducted before you or any other employees conduct some work which presents a risk of injury or ill-health.

A person from your organisation needs to attend risk assessment training as it will ensure that this person is competent within your organisation and will gain abilities such as hazard identification, ability to categorise and evaluate risk(s). These abilities will allow a 'suitable and sufficient' risk assessment to be conducted within your own organisation.



A risk assessment should be performed on a regular basis in order to prevent accidents from happening. An easy model to be followed by heads of the businesses is presented below – **5 steps model to perform risk assessment:**

Identify the hazards

Decide who might be harmed and how

Evaluate the risks and decide on control measures

Record your findings and implement them

Review your assessment and update if necessary



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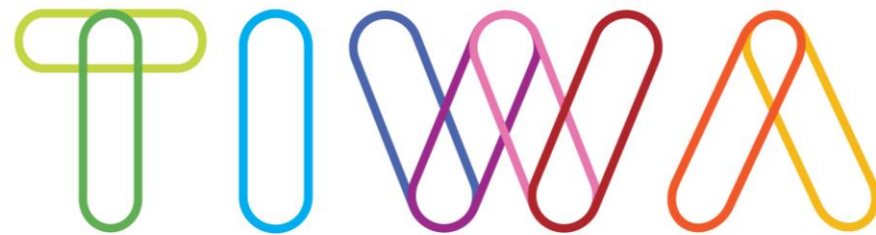
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