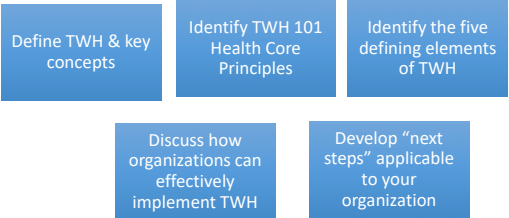


Total Worker Health® 101: Basic Principles

Oregon Total Worker Health Alliance
Oregon Institute of Occupational Health Sciences
Oregon Healthy Workforce Center
SAIF Corporation
Oregon OSHA

Course Introduction, Participant introductions, Alliance Curriculum & Objectives

Course objectives



TWH 101: General TWH Core Principles

- Total Worker Health definition
- Leadership, employee engagement and culture all affect TWH.
- TWH key concepts (hierarchy of controls, worker well-being, work place mental health, meaningful work, healthier supervision, etc.)
- Health, safety and well-being outcomes intertwine and interact. To effectively address TWH, organizations must integrate existing programs and structures, and perform need assessments.
- Total Worker Health affects organizational value and costs.
- Effective TWH programs require evaluation, sustainability and continuous improvement and confidentiality.

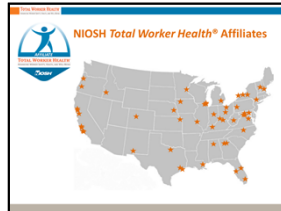
Part 1: Understanding TWH

What is Total Worker Health® ?

....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.



NIOSH Total Worker Health® network



Oregon Total Worker Health® Alliance

Members:

- Oregon OSHA
- Oregon Institute of Occupational Health Sciences
- SAIF

Goals:

- Provide expertise and guidance
- Share practical experience from organizations
- Offer training and education to help protect the occupational health, safety and well-being of workers

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.

What is Total Worker Health?



Large group discussion

- Are there specific campaigns or programs happening within your organization that fall within our definition of Total Worker Health?
- Do you have environmental and policy practices that create sustained changes?



Part 2: TWH Defining Elements

Fundamentals of Total Worker Health® Approaches
Essential Elements for Advancing Worker Safety, Health, and Well-Being



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<https://www.cdc.gov/niosh/twh/fundamentals.html>


NIOSH 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.

Defining Element of TWH1


Demonstrate leadership commitment to safety and health at all levels.

- Encourage top leaders...
- Encourage mid-level management...

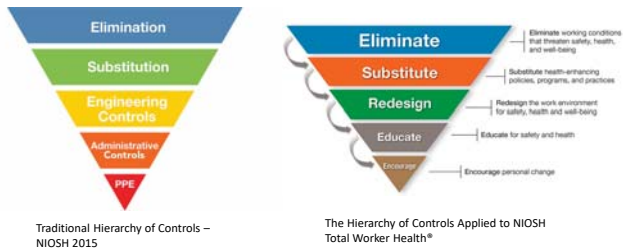


Defining Element of TWH2

Design work to eliminate or reduce safety and health hazards & promote worker well-being.



NIOSH Companion Hierarchy of Controls



Defining Element of TWH3

- Promote and support worker engagement through program design & implementation.



Enhance Employee Engagement

Increase social interactions among staff

- Use cross-training and workgroups to build relationships.
- Cross-generational efforts
- Use work and non-work anchors for connecting individuals



Bike to Work Day

Defining Element of TWH4

Ensure confidentiality and worker privacy.

- Protect data sources that require confidentiality
- Take precautions to protect privacy.
- Know about EAPs



Defining Element of TWH5

Integrate relevant systems to advance worker well-being.



Part 3: Defining concepts

Organizational Needs Assessment

- Injury and worker compensation data to target solution
- Medical health insurance
- Employee needs assessment survey working with HR, or external academic or consulting group , to evaluate employee engagement, workplace stress and strain, work-life balance, safety climate, burnout, and self-reports of safety and health.
- Safety and health program checklists

Worker Well-being



Measuring well-being

Worker well-being characterizes quality of life relating to:

- An individual's health and work-related factors
- Our positive perceptions and the presence of constructive conditions at work
- It's what enables us to thrive and achieve our full potential.



Workplace mental wellness



Meaningful work

- Degree to which we find our work to have significance and purpose.
- Contribution work makes to finding broader meaning in life.
- Desire and means for one's work to make a positive contribution to the greater good.

GOT PURPOSE?

John Howard on Stress



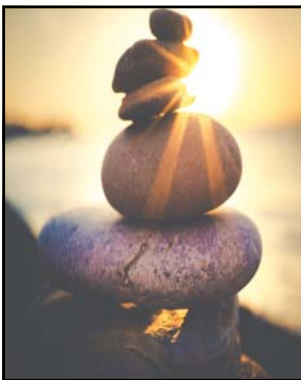
Psychosocial Stress

- 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.



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



Social determinants of health



From: <https://letsgethealthy.ca.gov/sdoh/>

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

- | | | |
|--|---|--|
| <p>Control of Hazards and Exposures</p> <ul style="list-style-type: none"> Chemicals Physical Agents Biological Agents Psychosocial Factors Human Factors Risk Assessment and Risk Management <p>Organization of Work</p> <ul style="list-style-type: none"> 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 <p>Built Environment Supports</p> <ul style="list-style-type: none"> Healthy Air Quality Access to Healthy, Affordable Food Options Safe and Clean Restroom Facilities Safe, Clean and Adequate Living Facilities Safe Access to the Workplace Environments Designed to Accommodate Worker Diversity <p>Leadership</p> <ul style="list-style-type: none"> Shared Commitment to Safety, Health, and Well-being Supervisory Managers, Supervisors, and Executives Responsible Business Decision Making Managerial Work and Engagement Worker Recognition and Respect | <p>Compensation and Benefits</p> <ul style="list-style-type: none"> Adequate Wages and Prevention of Wage Theft Equitable Performance Appraisals and Promotion Work-Life Programs Paid Time Off (Sick, Vacation, Compensatory) Disability Insurance (Short- & Long Term) Workers' Compensation Benefits Affordable, Comprehensive Healthcare and Life Insurance Prevention of Cost Shifting between Private Workers' Compensation, Health Insurance Retirement, Pension and Social Security Access to Confidential, Quality Healthcare Services Career and Skills Development <p>Community Supports</p> <ul style="list-style-type: none"> 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 | <p>Changing Workforce Demographics</p> <ul style="list-style-type: none"> Multigenerational and Diverse Workforce At-Risk Workforce and Older Workers Vulnerable Worker Populations Workers with Disabilities Occupational Health Disparities Increasing Number of Small Employers Global and Multinational Workforce <p>Policy Issues</p> <ul style="list-style-type: none"> Health Information Privacy Reasonable Accommodations Return-to-Work Equal Employment Opportunity Family and Medical Leave Elimination of Harassment, Violence, Harassment, and Discrimination Prevention of Retaliatory Acts Monitoring Practices Worker-Centered Organizational Policies Promoting Productive Aging <p>New Employment Relations</p> <ul style="list-style-type: none"> Contracting and Subcontracting Permacore and Contingent Employment Multi-Employer Workplaces Organizational Restructuring, Consolidating and Mergers Financial and Job Security |
|--|---|--|

November 2015
Total Worker Health® is a registered trademark of the U.S. Department of Health and Human Services.

TWH Policies, Programs and Practices

- Worker-centered operations
- Worker participation in workplace problem solving
- Paid family & sick leave, paid medical benefits
- Equitable wages, safe staffing levels, voluntary overtime
- Discrimination, harassment, and violence prevention
- Health-enhancing work organization and healthier supervision
- Respect, fair performance appraisals & advancement opportunities
- Attention to work-life integration
- Recognition of work factors as potential causes of chronic conditions
- Confidential occupational health and prevention services
- Programs to help workers manage their health challenges
- Support for productive aging across the working life span

Interactive activity

Part 4. Business and value propositions

10 minutes

Promising practices from NIOSH

- Offer **paid sick leave**
- Provide **training for supervisors**
- Support standing and **walking work stations** and active **meetings**
- Provide **ergonomically friendly work environments**
- Give **workers more flexibility and control over their schedules**

More info at: <https://www.cdc.gov/niosh/twh/business.html>

Part 5. Program evaluation, sustainability and continuous improvement

Part 6: Putting it all together

TWH Policies, Programs and Practices

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- Support for productive aging across the working life span

Ideas You Can Implement Right Now...

1. Dedicate a portion of time at meetings for updates...
2. Hold joint meetings...
3. Discuss plans for the future...
4. Ask employees what factors are getting in the way...
5. Sponsor brief lunch-and-learns
6. Invite staff to share experience to address shared goals...
7. Incorporate new info into trainings..
8. Consider sharing physical resources and spaces...
9. Give workers more flexibility and control...
10. Ensure built environment, policies and work schedules enhance safety and well-being

<https://www.cdc.gov/niosh/twh/pdfs/ideas-you-can-implement-right-now.pdf>

Fundamentals of Total Worker Health® Approaches

Essential Elements for Advancing
Worker Safety, Health, and Well-Being



Information on this page and related materials
Created by NIOSH Center for Prevention and Promotion
National Institute for Occupational Safety and Health



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Put it all together activity

Create the beginning of your plan

1. Who is your team? (see page 4)
2. How much do you know about your organizational hazards, needs and priorities?
3. List any programs that currently exist that support Total Worker Health.
4. See Worksheet 2: Action Plan (p. 19), and select the element that you think is of the highest priority to your organization. Begin to complete the form.



Final thoughts: summary and Q&A



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Sciences

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