



OREGON
TWH
ALLIANCE

***Total Worker Health*[®] 101: Basic Principles**

Instructors: Liz Hill, MPH, CIH, CSP SAIF

Dede Montgomery, MS, CIH OHSU

Jean Orchard, Ph.D., COHN, RN, CIH, CSP,

Course Introduction, Participant introductions, Alliance Curriculum & Objectives



OREGON
TWH
ALLIANCE

Alliance Curriculum & Objectives

Key objectives



Define *Total Worker Health*[®] (TWH) & key terms



Identify TWH 101 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

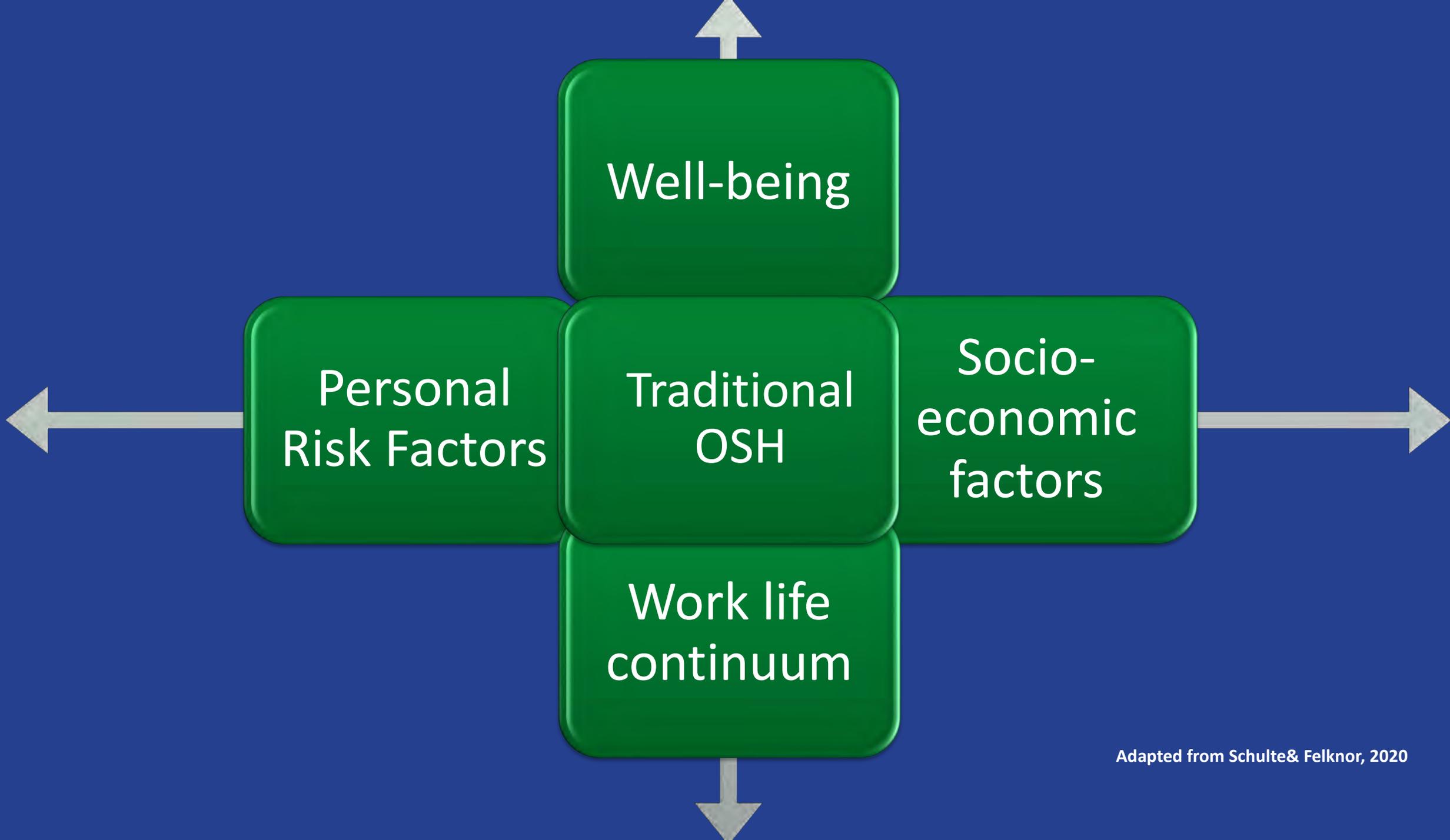


What is *Total Worker Health*® ?

....policies, programs, and practices that

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





Well-being

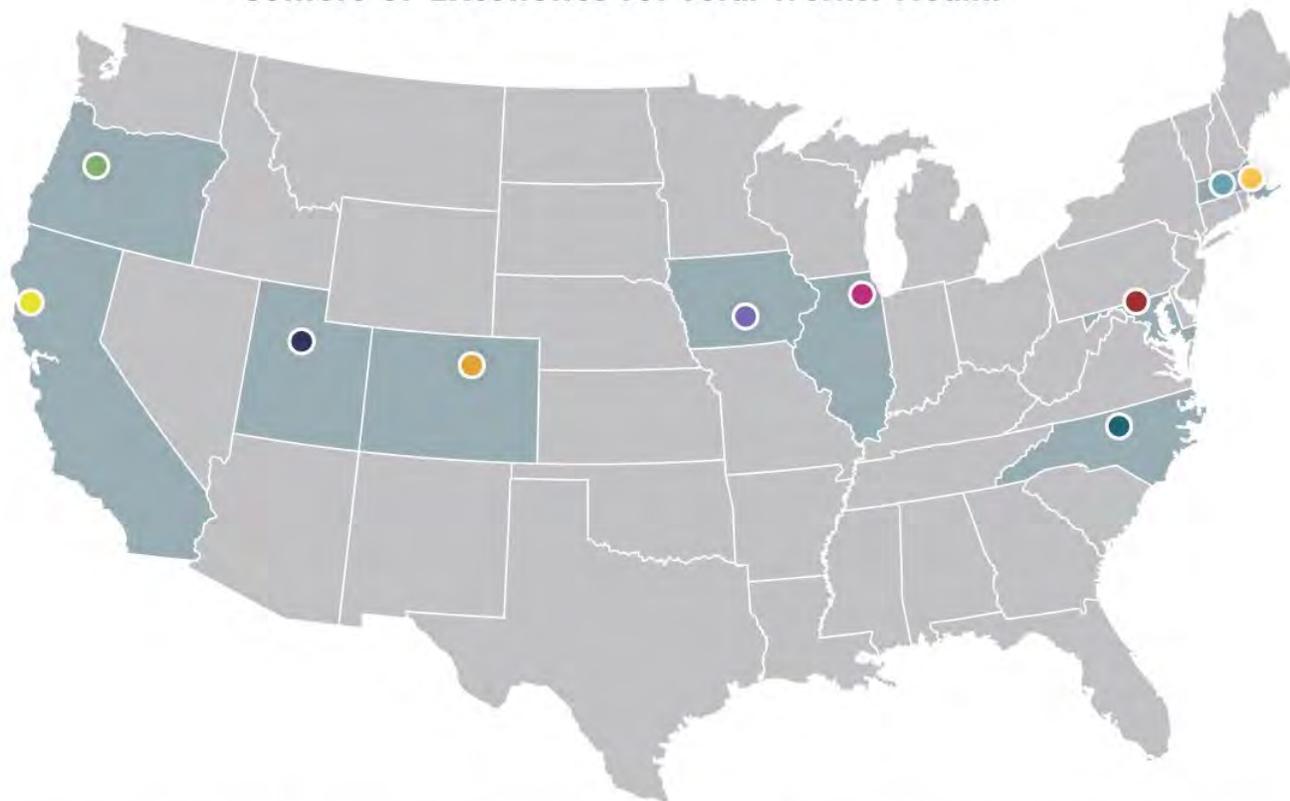
Personal
Risk Factors

Traditional
OSH

Socio-
economic
factors

Work life
continuum

Centers of Excellence for *Total Worker Health*[®]



● California Labor Laboratory (CALL Center)

● Carolina Center for *Total Worker Health*[®] and Well-being

● Center for Health, Work & Environment

● Center for the Promotion of Health in the New England Workplace (CPH-NEW)

● Healthier Workforce Center of the Midwest

● Johns Hopkins P.O.E. *Total Worker Health*[®] Center in Mental Health (POE Center)

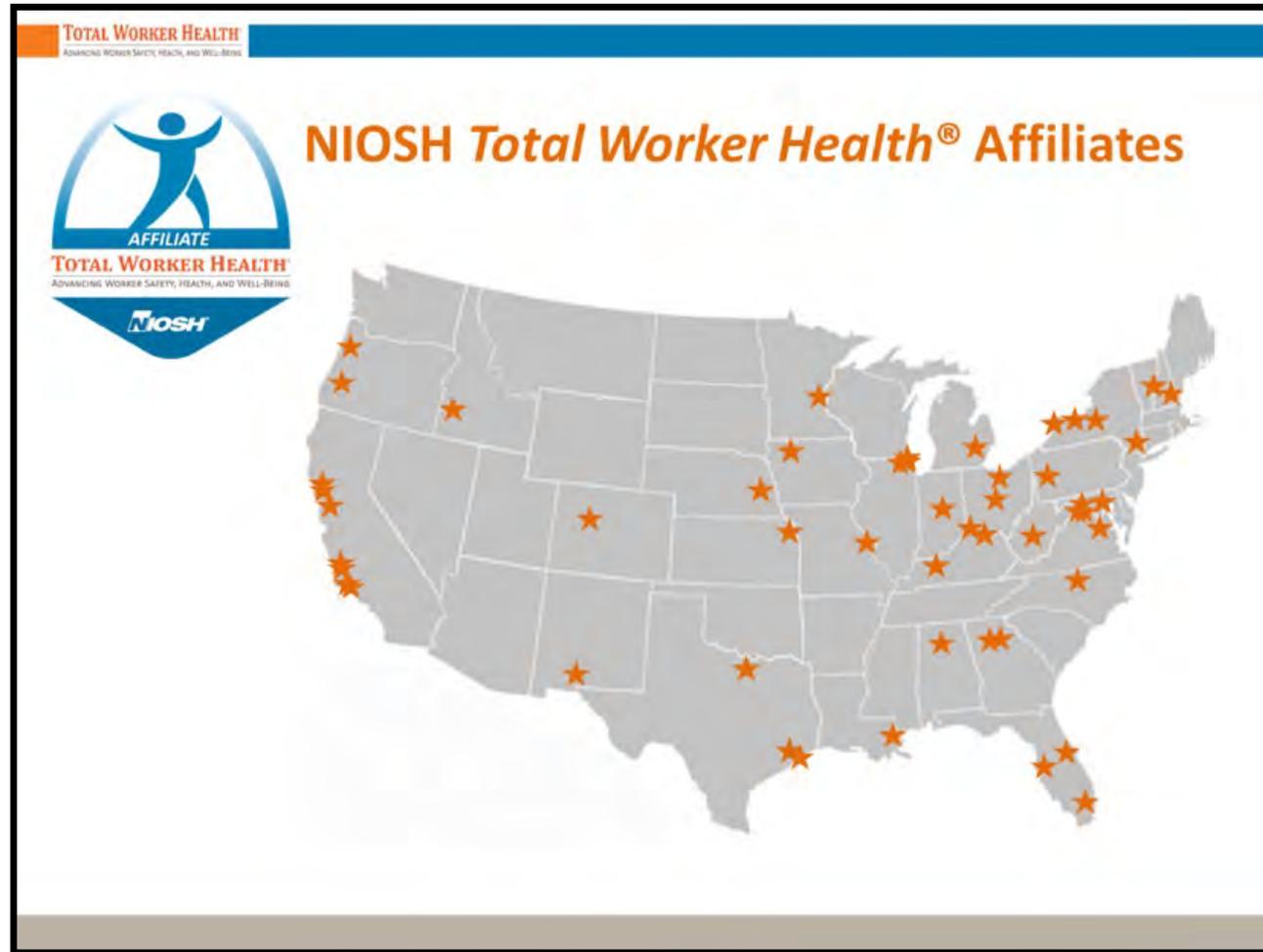
● Oregon Healthy Workforce Center (OHWC)

● The Harvard T.H. Chan School of Public Health Center for Work, Health & Well-being

● UIC Center for Healthy Work

● Utah Center for Promotion of Work Equity (U-POWER)

NIOSH *Total Worker Health* network



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



Why does work influence our health and well-being?

Part 2: TWH Concepts

Worker Well-being



Measuring well-being





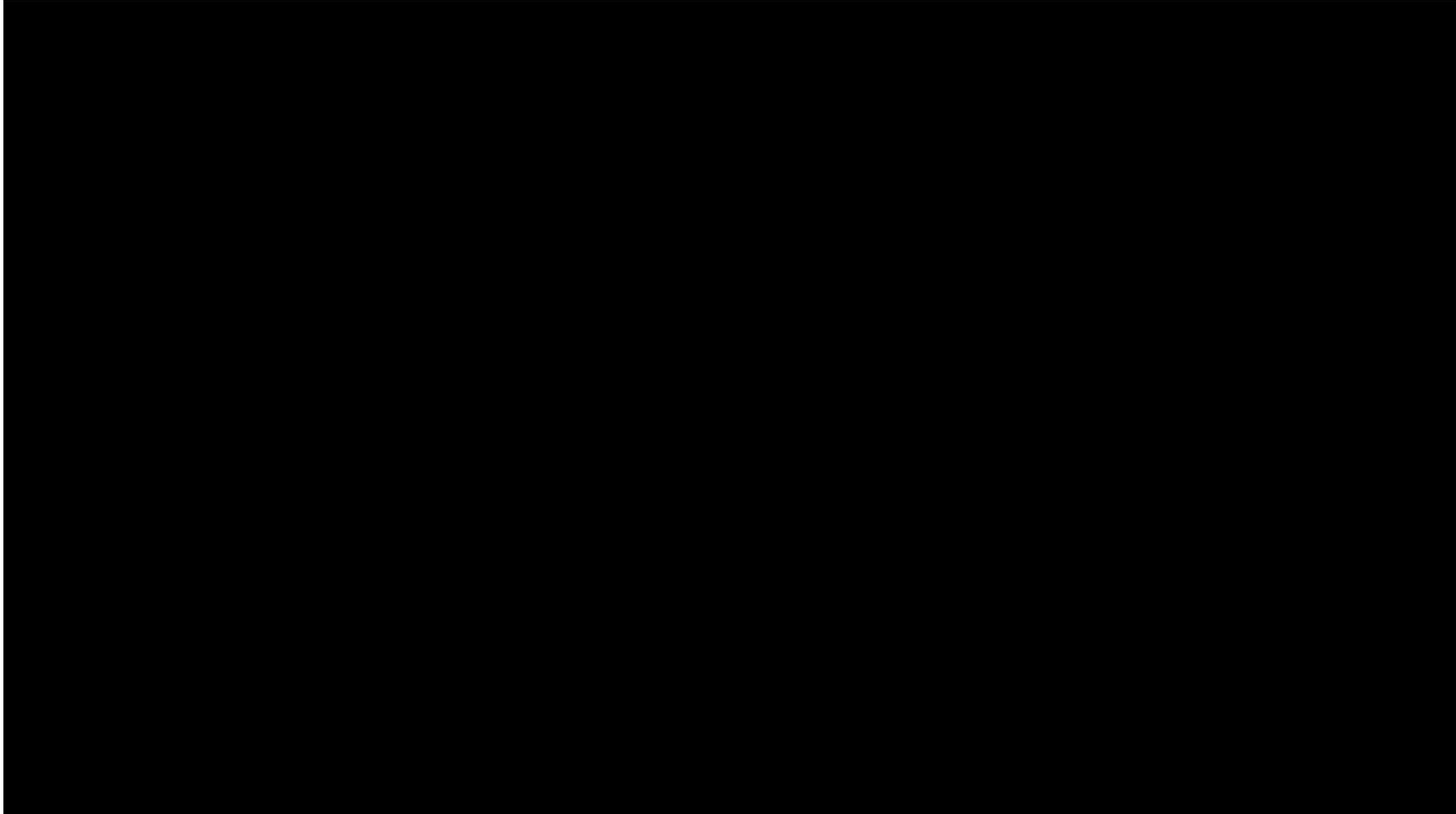
Movement Break

5

minutes

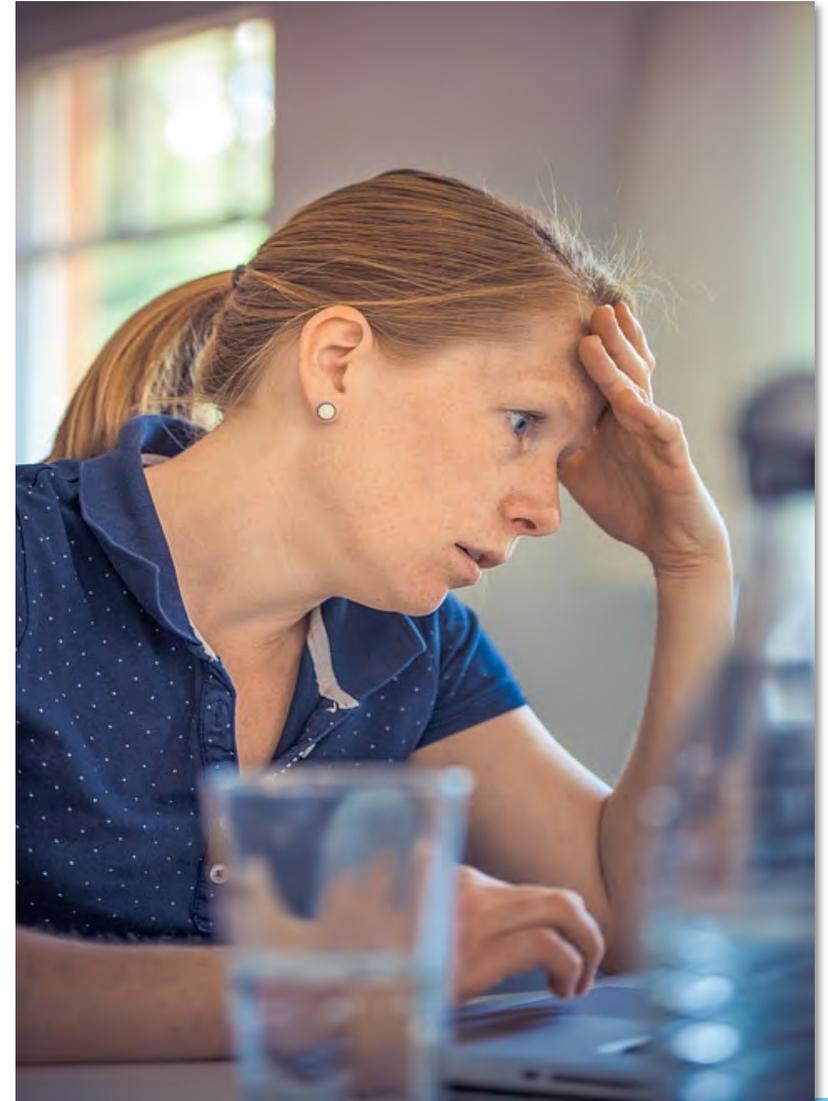
GO

John Howard on Stress



Psychosocial Stressors

- Experience coming from any type of interaction with people
- Stress response - high blood pressure, sweating, rapid heart beat, dizziness and feelings of irritability or sadness.
- What are some common psychosocial workplace hazards?



Control
over
schedule



Higher skill
level, job
complexity



Higher
well
being



Social
support

Stress and Health

Pay attention to:

Discriminatory practice

Incivility

Bullying

Tips to reduce workplace stress

- Work on psychological safety
- 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

Micropractices to promote psychological safety

- Give thanks and recognition for specific contributions.
- Ask for feedback, offer to help and follow-up.
- Help others save face. Avoid blame or criticism in public.
- Insist on having dissenting points of view.
- Listen and focus on understanding and learning.
- Others?

What else affects health?



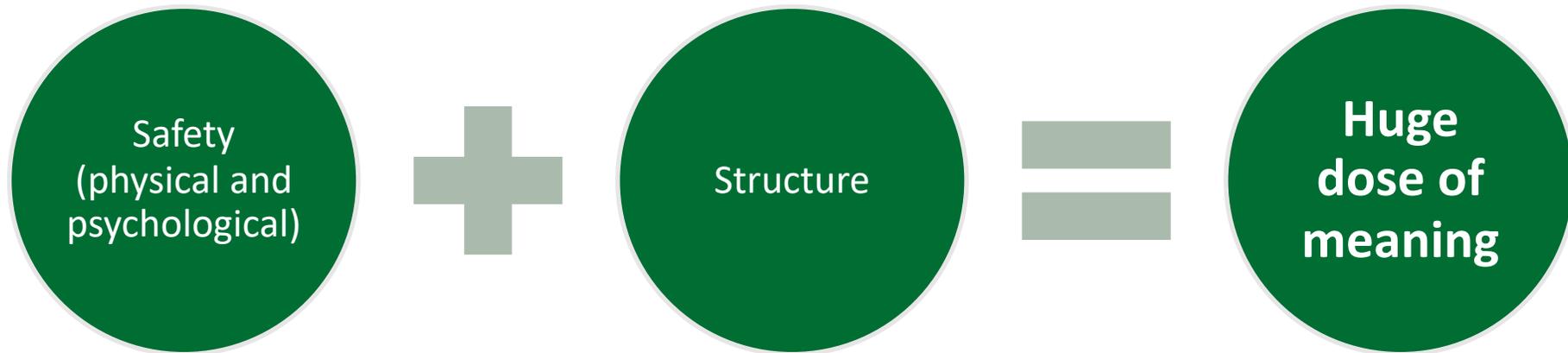


Relationship with work is part of living

Meaningful Work

GOT PURPOSE?

When work is well designed:



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.

Fundamentals of Total Worker Health® Approaches

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



DEPARTMENT OF HEALTH AND HUMAN SERVICES
Centers for Disease Control and Prevention
National Institute for Occupational Safety and Health



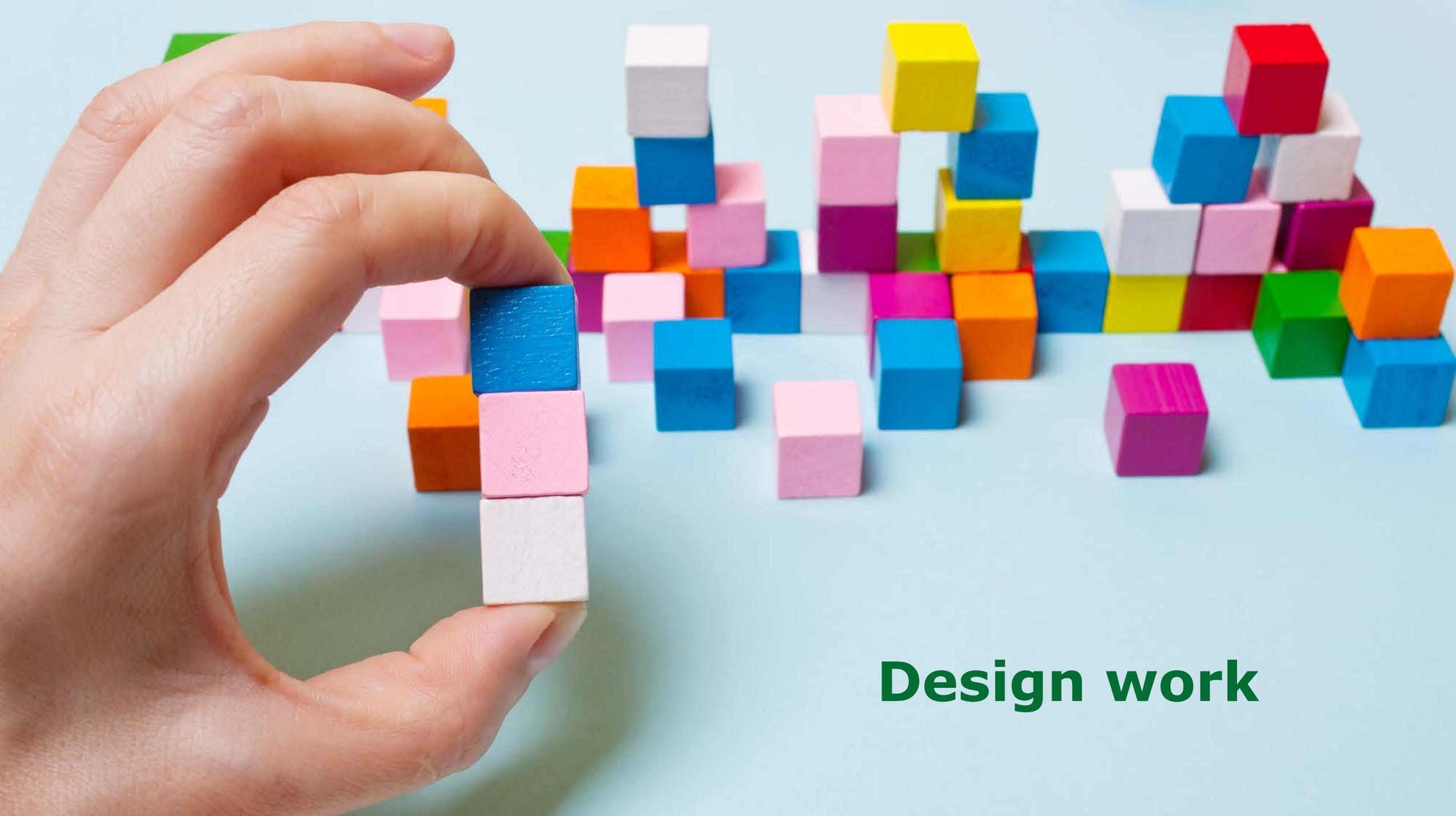
Leadership commitment



Healthy and supportive supervision

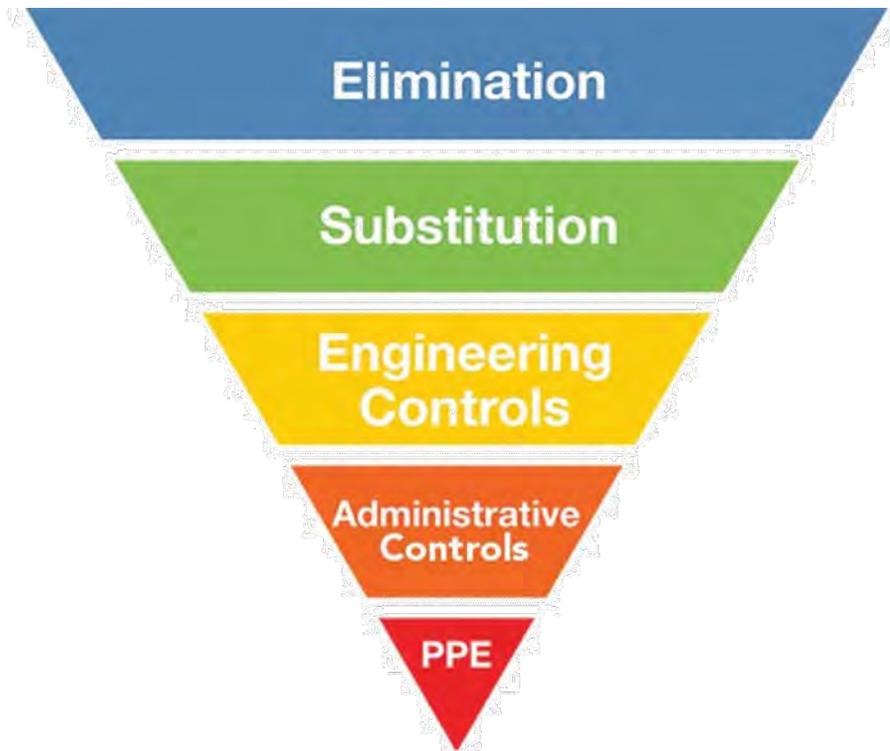
- Recognize pressures and demands of personal/family responsibilities
- Communicate genuine concern and understand
- Know about work-life programs, resources and policies
- Share how they manage their own work-life responsibilities
- Have clear expectations and how the job should be done; Provide guidance on how to best communicate in a team



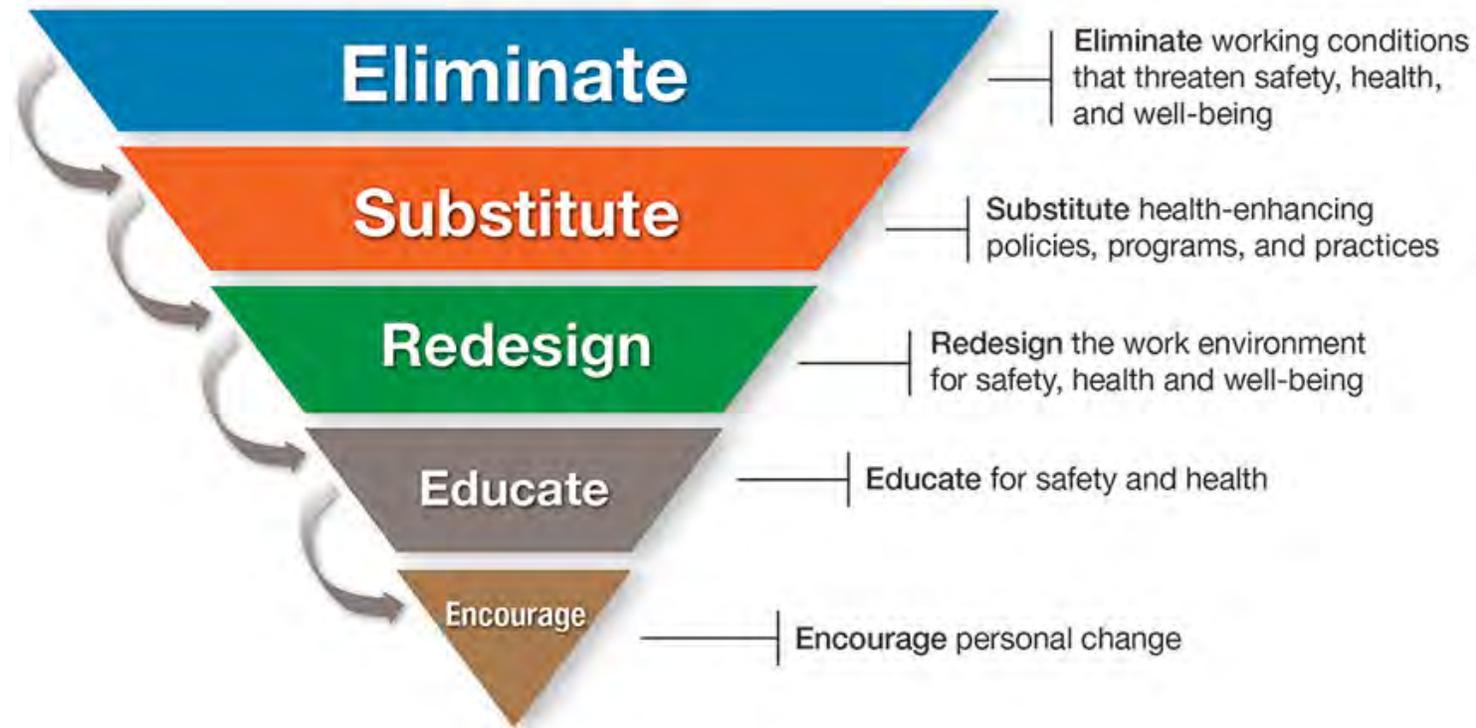


Design work

NIOSH Companion Hierarchy of Controls



Traditional Hierarchy of Controls
– NIOSH 2015



The Hierarchy of Controls Applied to NIOSH
Total Worker Health®

A word cloud of terms related to shift work, arranged in a circular pattern. The words are in various colors and sizes, with the largest words being 'Stress', 'Circadian', and 'Sleep'. Other words include 'Hours', 'Violence', 'Pay', 'Work', 'Exercise', 'Life', 'Benefits', 'Layoffs', 'Injuries', 'Accidents', 'Insomnia', 'Fatigue', 'Overtime', 'Diet', 'Depression', 'Apnea', and 'Diseases'.

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



Walking meetings



Toolbox Talks



Agreements to care



Stretching



Cross training



Interest groups

CONFIDENTIAL





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

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?



60

seconds

GO

Part 4: Business and value propositions

1/3

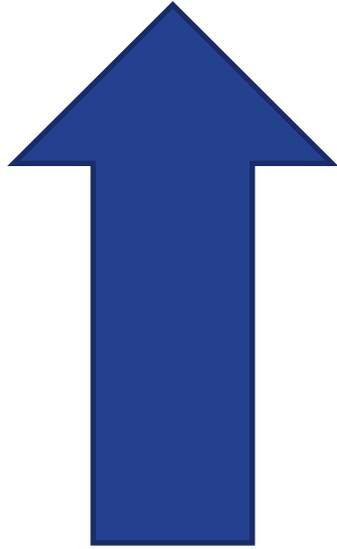
50%

66%

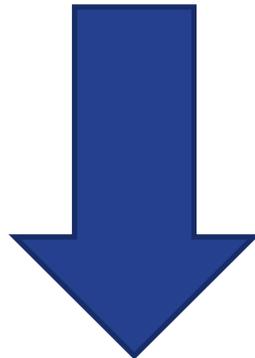
ROI



VOI



**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 TWH

Prevention and Control of Hazards and Exposures

Built Environment Supports

Healthy Leadership

Compensation and Benefits

Community Supports

Workforce Demographics

Policies

Work Arrangements

Technology

Organization of Work

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

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

60

seconds

GO

Worksheet 1: Self-Assessment of Defining Elements of Total Worker Health

HOW TO USE: Consider printing out this sheet and completing as you think about your current workplace initiatives relative to the Defining Elements of *Total Worker Health* outlined on pages 7–18. If you need more space, continue writing on your own paper.

- In the “Where we are now” column, summarize your current practices relative to a Defining Element of TWH.
- In the “Where we want to be” column, consider how your existing programs, policies, and practices could be adjusted or expanded to more effectively address Total Worker Health in your organization.

| Defining element of TWH | Where we are now/What we do well | Where we want to be/ What must be improved |
|---|----------------------------------|---|
| Demonstrate leadership commitment to worker safety and health at all levels of the organization | | |
| Design work to eliminate or reduce safety and health hazards and promote worker well-being | | |
| Promote and support worker engagement throughout program design and implementation | | |
| Ensure confidentiality and privacy of workers | | |
| Integrate relevant systems to advance worker well-being | | |

Worksheet 2: Action Plan

HOW TO USE: Consider printing out this sheet and completing after Worksheet 1. For each Defining Element of TWH of interest to your organization, use the content in the “Where we want to be” column on Worksheet 1 to help populate “Needs identified.” For each need identified, continue working from left to right, answering the questions in each column as you go. If you need more space, continue writing on your own paper.

| Defining element of TWH | Needs identified | Who should we include? | What obstacles might we encounter? | What are some solutions to those obstacles? What resources outside the workplace could we pull in to help? | What steps must we take to make this happen? |
|-------------------------|------------------|------------------------|------------------------------------|---|--|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

..... Essential Elements for Advancing Worker Safety, Health, and Well-being



OREGON
TWH
ALLIANCE

Thank You

Dede Montgomery

montgomd@ohsu.edu

Liz Hill

lizhil@saif.com

Total Worker Health® is a registered trademark of the U.S. Department of Health and Human Services (HHS). Participation by the Oregon Total Worker Health (TWH) does not imply endorsement by HHS, the Centers for Disease Control and Prevention, or the National Institute for Occupational Safety and Health.