

# Towards an integrated WHP policy for Ireland

*Richard Wynne, Work Research Centre,  
Ireland*

*John Griffiths, Work2Health, Wales*

# The context

- Development of a national framework on workplace wellbeing by the Department of Health under the Healthy Ireland initiative
- Possibly legislation to back the initiative:
  - <http://health.gov.ie/blog/press-release/varadkar-announces-new-healthy-workplace-initiative-to-get-staff-more-active/>

# The context

- It would oblige public sector employers to undertake actions to improve the health of their workforce each year. Actions could include:
  - Promoting ‘Active Travel’ – switching to smarter ways of travelling to and during work, by foot, by bike, by public transport or through car sharing;
  - Setting up walking , running or other activity and exercise groups;
  - Healthy eating options in staff canteens – making the ‘healthy choice the easy choice’;
  - Smoking cessation programmes and making campuses smoke free zones;
  - Supporting positive mental health and wellbeing by encouraging employees to deal with stress, personal difficulties and to seek help when necessary.

# The opportunity

- Critique:
  - May be a relatively limited vision of wellbeing at work
  - Confined to individual level actions
  - Does not relate to health and safety in the workplace
  - Focuses on public health more than workplace health issues

# The opportunity

- Nevertheless more integrated models exist:
  - Maintaining work ability (Finland)
  - Health insurance funds (Germany and Austria)
  - One stop shops (Scotland)
  - Award schemes (Wales, Scotland, Netherlands etc.)
- There is an opportunity for Ireland to ‘jump technologies’ if more integrated models exist.

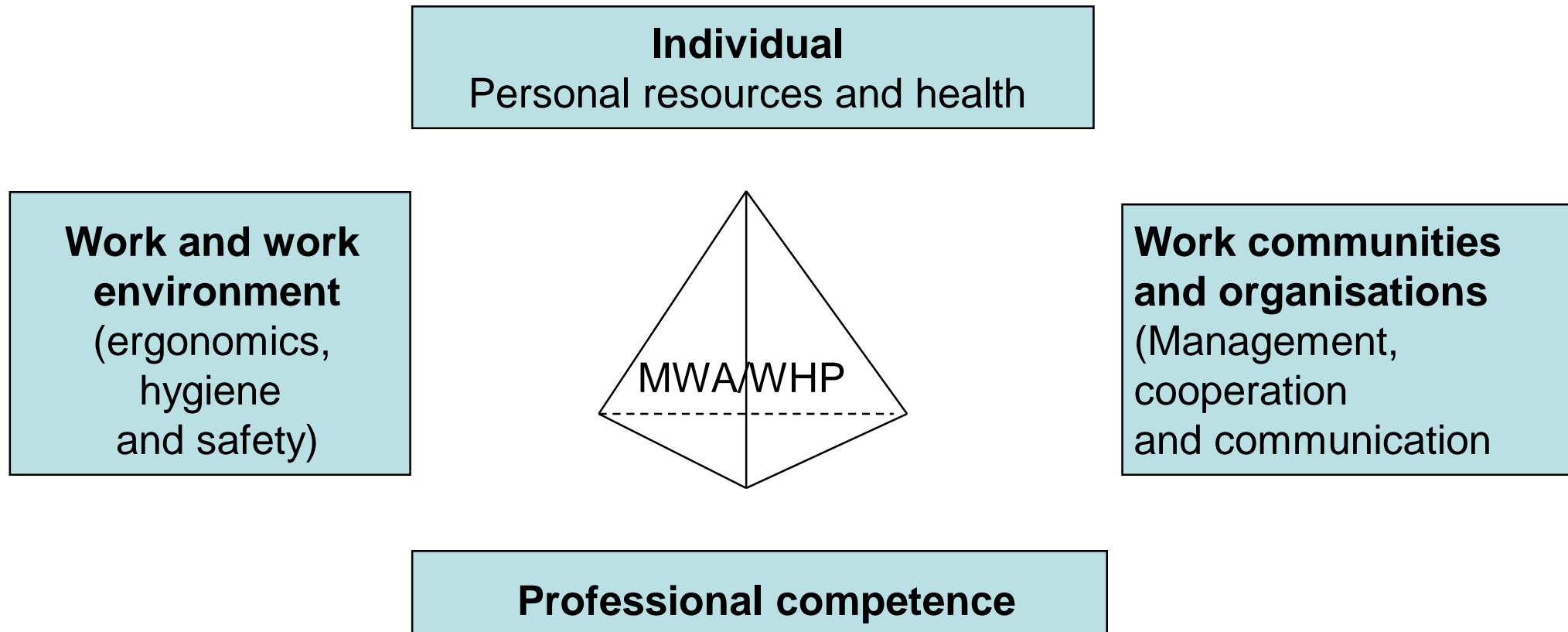
# ***The Luxembourg Declaration***

- *Workplace health promotion is the combined efforts of employers, employees and society to improve the health and wellbeing of people at work. This can be achieved through a combination of:*
  - Improving work organisation and the work environment
  - Promoting active participation
  - Encouraging personal development

# Maintenance of work ability

- A national strategy to maintain and improve workers health, wellbeing and employability
- Involves:
  - Occupational health
  - Health and safety
  - Health promotion
  - Rehabilitation and reintegration
  - Personnel development
  - Organisational development

# The targets of maintenance of work ability





# The sickness insurance model (Germany and Austria)

- Planned interventions to solve specific problems
- All workers pay sickness insurance to sectoral insurance funds
- By law, these must engage on WHP activity
  - Analyse data to identify high risk areas
  - Design tailored interventions for each company
- Emphasis on work environment issues
- More regulated workplaces

# Workplace health award schemes (Wales)

- Medium and large enterprises (>50 employees)  
Health at Work: The Corporate Standard
- Small enterprises (<50 employees)  
The Small Workplace Health Award



# Workplace health award schemes (Wales)

## Key points:

- Accreditation
- Staged
- Developmental
- Assessed by external assessors

# Workplace health award schemes (Wales)

CHS	
<u>Organisational Support</u>	<u>Lifestyle</u>
Senior level commitment	Tobacco
Employee engagement	Mental health and wellbeing
Managing for health and safety	Mental ill-health
Health, work and wellbeing	MSDs
Monitoring, evaluation and review	Alcohol and substance use
	Food health and wellbeing
	Physical activity

# Workplace health award schemes (Wales)

- The Platinum level of award
  - Sustainability agenda issues
  - Workforce health being a key element

# Workplace health award schemes (Wales)

SWHA		
	<u>Core</u>	<u>Lifestyle topics</u>
Bronze level	Health and safety	Tobacco
+ 1 lifestyle topic	MSDs	Nutrition
Silver level	Engagement	Physical activity
+2 lifestyle topics	Commitment	Alcohol
	Managing pressure and stress	Drugs
Gold level	Business outcomes	
+ 2 lifestyle topics	Environmental awareness	
	Attendance management	

# Workplace health award schemes (London)

Three levels of award: Commitment, Achievement, Excellence

Criteria for assessment divided into:

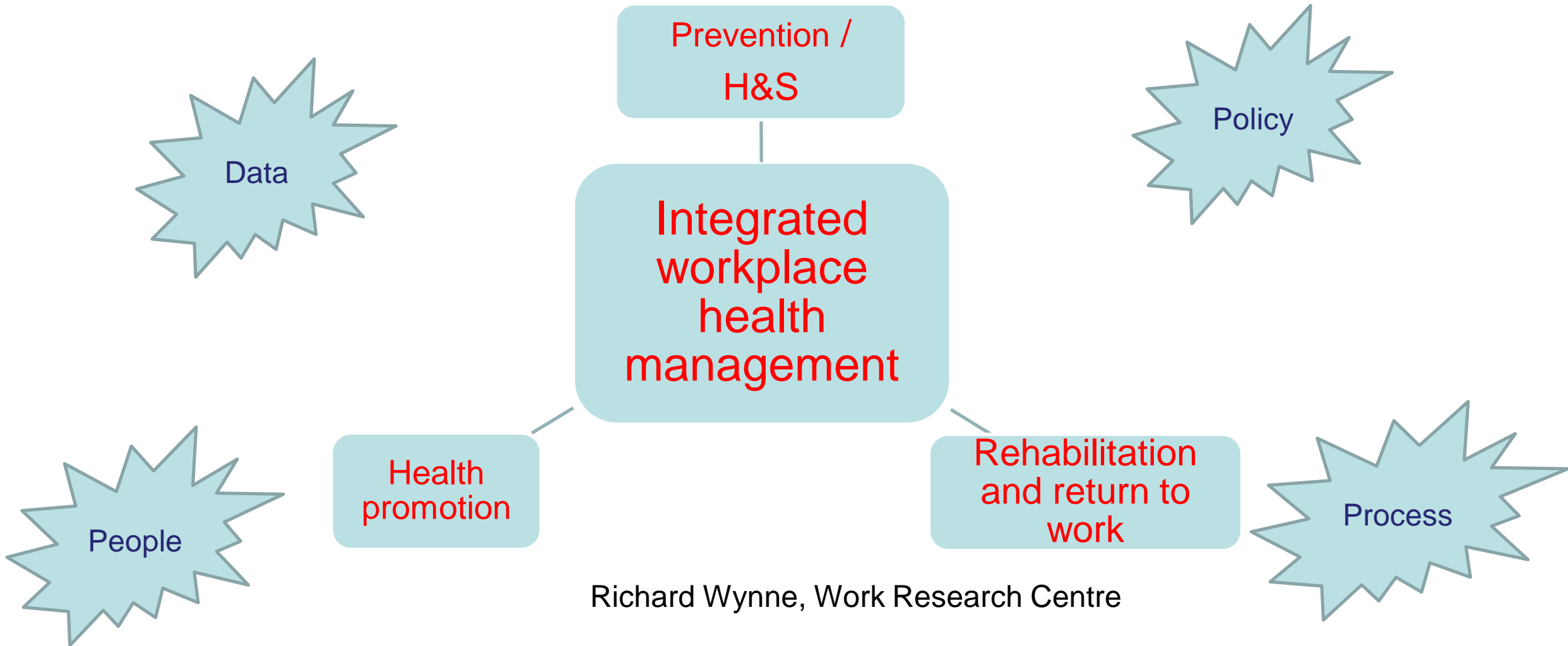
1. Organisational issues
2. Individual wellbeing and lifestyle

# Workplace health award schemes (London)

Organisational issues	Individual wellbeing and lifestyle
Corporate support for wellbeing	Mental health and wellbeing
Attendance management	Tobacco
Health and safety requirements	Physical activity
	Healthy eating
	Problematic use of alcohol and drugs



# An integrated approach



Richard Wynne, Work Research Centre

# In conclusion

- Consultation on the framework proceeding until 31<sup>st</sup> June:
  - [https://www.surveymonkey.com/survey-closed/?sm=nAK4RaE3HvE1a1ySvFuW5fGnvnfrlVveOb0tFt8nH9s28yDCvkqt0fsQHEnA6zbpQSW8hUAc\\_2BunHeQCreBdG4CHIYby8dfeG9dScPZBlp\\_2Fk\\_3D](https://www.surveymonkey.com/survey-closed/?sm=nAK4RaE3HvE1a1ySvFuW5fGnvnfrlVveOb0tFt8nH9s28yDCvkqt0fsQHEnA6zbpQSW8hUAc_2BunHeQCreBdG4CHIYby8dfeG9dScPZBlp_2Fk_3D)
- For more information on good practice, guidelines, toolkits, see [www.enwhp.net](http://www.enwhp.net)