LOW COST STRATEGIES THAT SUPPORT A CULTURE OF TOTAL WORKER HEALTH™

17th Annual Occupational Health Conference
Total Worker Health™
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ACKNOWLEDGEMENTS

CDC National Institute for Occupational Safety and Health Total Worker Health™ Program

UI Outreach Program and Small Business Outreach Project

Recognized, award-winning employers in Iowa and Nebraska
WORKPLACE ENVIRONMENT
THE UNDERLYING CURRENT...
CREATE A CULTURE OF TOTAL WORKER HEALTH™

- Basic elements of a safety and health culture (OSHA)
  - All individuals within the organization believe they have a right to a safe and healthy workplace
  - Each person accepts personal responsibility for ensuring his or her own safety and health
  - Everyone believes he or she has a duty to protect the safety and health of others

- Integrated approaches that protect workers from hazards through interventions that protect, preserve and promote the comprehensive well-being of workers

- Multi-level and multi-component programming
MULTI-LEVEL PROGRAMMING

Make safe and healthy choices the easy, attractive choices

- **Organizational** leadership & support
- **Policies** to demonstrate long-term commitment
- **Environmental** design and modifications
- **Social** environment, support and relationships
- **Individual** motivation and support
INTEGRATING TWH INTO YOUR CULTURE

Promoting a lifestyle of healthy and safe choices.
Our company culture promotes a lifestyle of healthy and safe choices for our employees. We care about everyone’s safety and well-being—at work and at home—and have formed committees and created programs to foster this environment. Happy, healthy, and safe employees result in greater productivity and a higher quality of service for our customers.

Make health, wellness and safety part of your mission and values.
Promoting a lifestyle of healthy and safe choices.

Our company culture promotes a lifestyle of healthy and safe choices for our employee-owners. We care about everyone’s safety and well-being—at work and at home—and have formed committees and created programs to foster this environment. Happy, healthy and safe employees result in greater productivity and a higher quality of service for our customers.
MULTI-LEVEL LEADERSHIP

A safe and healthy culture requires leadership at all levels
Workforces are increasingly diverse in terms of culture, language, education, geographic and age.

First time 4 generations working together in same workplace.

Important to know workforce characteristics for designing and tailoring programs and messages to employees.

Under provisions in Affordable Care Act, wellness incentives must be offered equally to all employees regardless of gender, ethnicity, race, age, sexuality, health status, size, physical abilities, education level or language.
Integrate Policies to Improve Employee Safety & Health

- Total Worker Health Culture
- Total Worker Health Committee
- Clean air and tobacco-free workplaces
- Flex time/flexible schedules
- Movement and breaks during the workday
- Motor vehicle safety and distracted driving
- Healthy food options and accessible water
- Mental health and well-being (high-stress-free workplace)
- Personal protective equipment (PPE) on- and off-the-job
- Work (EAP) and community resources

Demonstrate long-term commitment and lead to culture change

Encourage employees to practice same safe behaviors off-the-job
Design built environment to protect against hazards and workplace risk factors
ENVIRONMENTAL DESIGN

Design built environment to promote health and well-being
COMPREHENSIVE, MULT-COMPONENT CARDIOVASCULAR PROGRAM

• **Protect** workers against occupational hazards that affect cardiovascular well-being (toxins, extreme weather, stress, tobacco smoke, unhealthy foods, heavy lifting, prolonged sitting)

• Support a work environment that promotes safe & healthy heart behaviors
  – AEDs on-site and trained staff in CPR
  – Chemical/toxin free workplace, education
  – Tobacco free workplace, cessation programs
  – CVD education and resources
  – Promote early detection and screenings
  – Disease and weight management
  – Healthy food options, nutrition education
  – Stress management/reduction
  – Opportunities for physical activity during paid time
Integrate health and well-being programs and interventions with occupational safety and health protection programs.

Create a hazard-free workplace: No one likes to get hurt or sick from workplace hazards and no one likes to see families or co-workers hurt or sick.

Ideas: Trainings/meetings; lunch-n-learns; ergonomics programs; housekeeping; off-the-job safety programs.
Off-the-job injuries occur nearly 3 times as often to on-the-job injuries and lead to increased healthcare costs, increased absenteeism and decreased productivity.

Employers can show they truly care for well-being of employees and their families at work, at home and in the community.

Connect workplace safety risks to home risks.

Topics: Motor vehicle safety, falls prevention, home fire safety, first aid, electrical safety, proper lifting, seasonal safety topics, chemicals/toxins, cleaning/clutter.
A CLEAN ENVIRONMENT SUPPORTS OVERALL WELLBEING & HEALTH
PROVIDE PERSONAL PROTECTIVE EQUIPMENT (PPE)
Encourage PPE and Safety At Home
• Get employee input and feedback during all stages of development and implementation

• Ask employees about their safety and health needs and interests (new policies and programs, lunch-n-learn topics, workplace design)

• Provide a variety of opportunities for employees to make suggestions
ENCOURAGE MORE MOVEMENT

- **Protect** workers against potential injuries and illnesses caused by sitting or standing too long in the same position

- Prolonged sitting or standing with little movement negatively impacts one’s health and reduces productivity

- American Medical Association encourages employers to provide alternatives to sitting (June, 2013)

- **Promote** movement and frequent breaks: Refreshes energy levels and focus; boosts productivity; and improves overall employee health, safety and well-being
STANDING WORKSTATIONS
It might be helpful to know that normal large photos are not sized the same as a powerpoint! If you or someone else needs to resize one of our photos for this size powerpoint, you can go to the crop tool in photoshop or other software and choose a 4:3 ratio. Then it will fit marvelously.

STANDING MEETINGS
STANDING DESKS
MAPPED WALKING ROUTES
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INDOOR WALKING PATHS

17 laps around = (inside perimeter)
1 Mile
WALKING PROGRAMS, MEETINGS & CLUBS
ENCOURAGE STAIR USE

There are 1440 minutes in every day -- take 5 now.

Take the Stairs
PEDOMETER PROGRAMS
Check out pedometers or use them as incentives
DYNAMIC STRETCHING PROGRAMS
Relieves tension, improves circulation and mental alertness

Design stretches based on job position and duties
GROUP STRETCHING PROGRAMS
Brings employees together & provides time for sharing
INDIVIDUAL STRETCHING PROGRAMS
Becomes part of daily lives both at home & at work
WHEN MOVEMENT BECOMES PART OF THE CULTURE
ON-SITE FITNESS EQUIPMENT

Provide equipment & exercises for home or work
HEALTH MONITORING EQUIPMENT

Enable employees to know and track their numbers
SLEEP’S IMPACT ON WORKER SAFETY & HEALTH

Sleepiness & fatigue impact employee burnout, performance, health status and risk for injury

• Meta-analysis showed 13% work injuries could be attributed to sleep problems (1.62X higher risk) (Uehli et al, 2014, Sleep Medicine Reviews)

• 2010 National Sleep Foundation Sleep in America Survey
  – 1 in 4 report work schedules did not allow for adequate sleep
  – 1 in 3 report not getting sufficient sleep to function at their best

Employee’s responsibility to get adequate sleep but employers can provide a supportive environment
COMBAT FATIGUE

Well-rested employees critical to safe and productive operations

• Protect worker’s against fatigue
  – Assess organization for fatigue related risks (work schedules, shifts, extended hours)
  – Train managers to notice signs of fatigue and sleepiness
  – Offer evidence-based strategies: frequent breaks, short naps, physical activity

• Promote healthy sleep habits and environment
  – Increase awareness of common sleep disorders, sleep hygiene/habits and how to manage sleep loss/fatigue

• Consider work, family and off-the job responsibilities
  – When balanced, more likely to get adequate sleep
  – Train employers/supervisors to understand importance of work-family balance
  – Have programs, policies and resources for managing work-family conflict
MINIMIZE STRESS: SUPPORT WORK-LIFE BALANCE

Five tips for better work-life balance (L. Hammer)

1. Train managers and supervisors to be more supportive
2. Give workers more control over their work hours
3. Create a resource guide for employees and their families
4. Be a role model
5. Encourage and support flexible schedules
MAKE WORK & COMMUNITY RESOURCES AVAILABLE

- EAP Programs
- TWH Boards
- Mini-libraries
- Signage
- Newsletters
- Email
- Social Media
- Meetings and trainings
- Lunch-n-Learns
- During other programs or events
MULTI-LEVEL HEALTHY EATING & HYDRATION PROGRAMMING

Protect workers against unsafe and unhealthy food and drink

- **Organizational**: Management support and modeling
- **Policies** (vending, cafeteria, meetings, events, hydration stations, breaks in hot weather)
- **Environmental**: Point of decision labeling (signs), appliances in break room, on-site garden, hydration stations
- **Social**: Events, peer to peer support, participation in program design, employee choice lunch-n-learns, challenges
- **Individual** coaching, counseling, targeted education and messages, community resources
HEALTHY VENDING OPTIONS & POINT OF SALE LABELING

Make it easier to make healthier choices
OFFER HEALTHY CHOICES AT EVENTS
HEALTHY OPTIONS DURING MEETINGS
A healthy alternative to soda
OFFER FREE OR LOW-COST FRESH FRUIT
Help increase daily fruit intake
OFFER A HEALTHY BREAKFAST
Provide energy and nutrients for better concentration
MAKE WATER ACCESSIBLE
Help employees stay hydrated
ON-SITE GARDENS
Help increase consumption of vegetables
MAKE IT FUN!

- Coordinate games, activities, events, challenges or competitions
- Individual and team-based opportunities
- Opportunities for family members
- Offer a variety of activity types and duration (days, weeks, months, year)
- Use available resources and programs or create your own to fit employee interests and culture
OFFER SMALL INCENTIVES & REWARDS

Provide external motivation to help increase participation and engagement

- Share success stories of Total Worker Health Champions
- Points-based Programs
- Relate incentive or reward to program
- Types of Incentives: Gift cards, water bottles, stress balls, kitchen gadgets, bike safety kits, home safety kits, parking space, time off
YEAR-ROUND PROGRAMMING

Provide daily ideas for a healthier and safer lifestyle

<table>
<thead>
<tr>
<th>Total Worker Health™ Calendar - May 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sunday</strong></td>
</tr>
<tr>
<td>Check your blood pressure at local pharmacy/drug store</td>
</tr>
<tr>
<td>Test smoke alarms and change batteries if needed</td>
</tr>
<tr>
<td>Prepare healthy lunches or snacks for the week</td>
</tr>
<tr>
<td>Do a stress-relieving activity of your choice</td>
</tr>
<tr>
<td>Prevent falls at home-Clear clutter in walkways</td>
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</tbody>
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More resources available at www.hwce.org
MAKE IT SEASONAL

Relate safety, health and wellness activities to the season

12 days of wellness
Give yourself the gift of good health this year

1. Get a flu shot.
2. Shovel or snow blow someone else's driveway/sidewalk.
3. Park far away when you run errands today.
4. Avoid watching TV for 2 hours after work.
5. Bring or eat a healthy lunch for a week.
6. Attend a holiday church service or holiday program.
7. Eat dinner with your family.
8. Send holiday cards.
9. Donate to the Salvation Army bell ringers (or another holiday charity) and/or donate 2 hours this holiday season.
10. Skip or jump rope for 3 minutes.
11. Relax w/family & watch a holiday movie.
12. Do 20 push ups & sit ups after dinner.
13. Take the stairs today and/or do 20 minutes on the stair stepper.
14. Run or walk 1 mile w/ a friend, co-worker or family member.
15. Enjoy 1 glass of red wine (but just one).
16. Make a list of 10 things you’re grateful for & send a thank you note.
17. Spend 25 minutes lifting weights.
19. Build a snowman, go sledding or do some other outdoor holiday activity.
20. Substitute a piece of fruit for dessert.
21. Read nutrition labels when shopping & reduce the sugar amount you purchase.
22. Take a stretch break or participate in Warm-up 4 Work.
23. Make one safety related suggestion at work today.
24. Perform a "home safety makeover" (create a fire escape plan & rev install/check carbon monoxide detectors & smoke alarms, change filters).
25. Perform a "car safety makeover" (winter emergency kit & 12 point inspection).
26. Before heading to a holiday party, plan for a sober ride home if needed.
27. Take the no texting and driving pledge at: http://www.textingandredriving.com
28. Do a slip, trip, fall assessment inside & out of your home.
29. Wear brightly colored clothing or vest when biking or walking at dusk or night.
30. If snowy or icy outside, wear slip resistant shoes or boots.
Creating a culture of Total Worker Health does not have to be expensive. It can even be free.

Select strategies that protect workers from hazards through interventions that protect, preserve and promote the comprehensive well-being of workers.

Multi-level and multi-component programming

Role as a Total Worker Health Professional
- Encourage employers and employees to take a Total Worker Health approach to work, life and family
- Connect employers to relevant resources
Office Ergonomics

Maintaining a healthy, safe and productive office environment requires designing workspaces to allow each employee to work comfortably and without awkward posture (such as craning the neck forward or tilting the head to the side) or the use of computer input devices (keyboard and mouse) for long periods without breaks. Ergonomics – commonly referred to as “fitting the work to the worker” – is a science that seeks to optimize the relationship between people and their work environment. In an office setting, ergonomics principles can be used to improve the physical “fit” between each employee and his/her computer workstation. A qualified ergonomist can also work with employers and employees to explore organizational and psychosocial factors that may also contribute to musculoskeletal discomfort, such as the design of specific tasks and occupational stress.

For the Employer

Musculoskeletal pain and disorders are common among office workers and can result in more frequent absences and reductions in productivity. Effective and successful ergonomics programs involve employees throughout the entire process, from identification of the problem to the development and implementation of solutions. A participatory approach gives employees a voice in the discussion and planning of workplace changes and may promote greater acceptance of potential solutions. Click here for more information on office ergonomics and links to resources for designing a participatory ergonomics program.

Encourage Frequent Breaks

Prolonged sedentary behavior is associated with many chronic conditions including type 2 diabetes, cardiovascular disease, hypertension, obesity, and musculoskeletal discomfort. Taking long periods without breaks likely increases the risk of musculoskeletal pain and disorder. Taking short (one two minutes) breaks away from the workstation as often as every 30 minutes may limit discomfort. Employers should encourage and support breaks to promote more movement throughout the work day for employees in an office environment. Read more on moving more in the workplace.

Take Action with a NIOSH Essential Element for Effective Programs

Involves and engages employees by encouraging and supporting their participation. Ergonomics programs, as well as other health protections and health promotion programs, are most effective when employees participate in the process. NIOSH Essential Element to Develop a “Human Centered Culture” states effective programs thrive in organizations with policies and programs that promote respect throughout the organization and encourage active worker participation, input, and involvement. Download the elements here.

www.hwce.org
HWCE ON SOCIAL MEDIA

UI HWCE @UIHWCE
Employers benefit from flu vaccination programs. Learn more from the latest @UIHWCE bulletin- eepurl.com/HDNXj

UI HWCE @UIHWCE
Tip of the Week: Ensure your employees know where to locate #safety devices. ow.ly/i/3m9SB

Total Worker Health @NIOSH_TWH
Learn how worker health can move beyond conventional #healthpromotion on Mon 11/4 at @APHAAnnualmtgbit.ly/1gEWHZO #APHA13 @UIHWCE

Healthier Workforce Bulletin
Iowa Total Worker Health

TWH Infographics
Iowa Total Worker Health

Upcoming Events
Iowa Total Worker Health

Promoting Physical Activity
Iowa Total Worker Health

Promoting Cardiovascular...
Iowa Total Worker Health

Promoting Wellness
Iowa Total Worker Health

Pinterest at pinterest.com/iowatwh
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THANK YOU!

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