

Welcome to ProMenPol- Conference

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Healthy Enterprise / Healthy Organization

A healthy organisation is

“one whose culture, climate and practices create an environment that promotes employee health and safety as well as organisational effectiveness”.

National Institute for Occupational Safety and Health (NIOSH), United States

Vision and Mission of Workplace MHP

- Reducing work-related stress and psychosocial risks is not just a moral and legal imperative. There's a strong business case as well. The most successful businesses usually have the best safety and health performance. Good health is good business.

Healthy Work Organization

- Organizations are only as good as their people
- Healthy employees are productive employees (parallel benefits hypothesis)
- Best way to have healthy employees is to have a healthy organization
- The organizational context for health

The setting workplace

- The workplace is seen as a medium by which health promotion can be advanced, and through which the working population's health status can be improved both directly,
- *through supporting and allowing the individual to take action on their health*
- *indirectly through the development of an overall health culture*



„The word around the office is that you have serious attitude problem.....“

Determination and performance of measures

- It is usually easier to make a diagnosis and determine stress in the workplace than to initiate and sustain a change in the situation.
- *Why:*
 - There are no quick fixes; instead, approaches to solving problems must be worked out and adapted to the firm
 - Changes usually are made as a process, take a long time and cannot be achieved on a rush basis



Some Features of Mental Health



- Mental health and well-being are issues of everyday life
- Mental health is seen as an essential component of general health
- Mental health is a result of various predisposing factors, precipitating factors, social context and individual resources
- Positive mental health refer to mh as a capacity to perceive, comprehend and interpret our surroundings, to adapt to them and to change them if necessary, to think and speak, and to communicate.
- Mh is determined by individual factors and experiences, social interaction, societal structures and resources, and cultural values.



Backpain (BASA)



<i>Characteristics of Working conditions</i>	<i>Backpain by characteristic</i>		<i>Significance</i>
	<i>Is true not true</i>	<i>is</i>	
Safety main priority	3,04	3,20	*
Health main priority	2,94	3,20	**
Fear of accidents	3,28	3,06	*
Fear of disease	3,40	2,93	**
Fear of failure	3,41	2,96	**
Lack of personnel	3,17	2,98	**
Safe workplace	2,95	3,12	*
Appreciation by superiors	3,01	3,18	**
Trust in superiors	3,02	3,26	**
Noise in the environment	3,18	3,01	**
Light acceptable	3,03	3,19	*
Dust at work	3,24	3,06	*

Source: G.Richter, BAuA

Survey tools

- **Various tools can be used for investigation and assessment. The distinguishing feature is how the data are collected**
- Data collected objectively (sickness figures, accidents, turnover, overtime hours, examinations by company physicians)
- Data collected subjectively (questionnaires, checklists, complaint boxes)
- Productivity figures (errors, wastage)
- Data collected interactively (interviews)

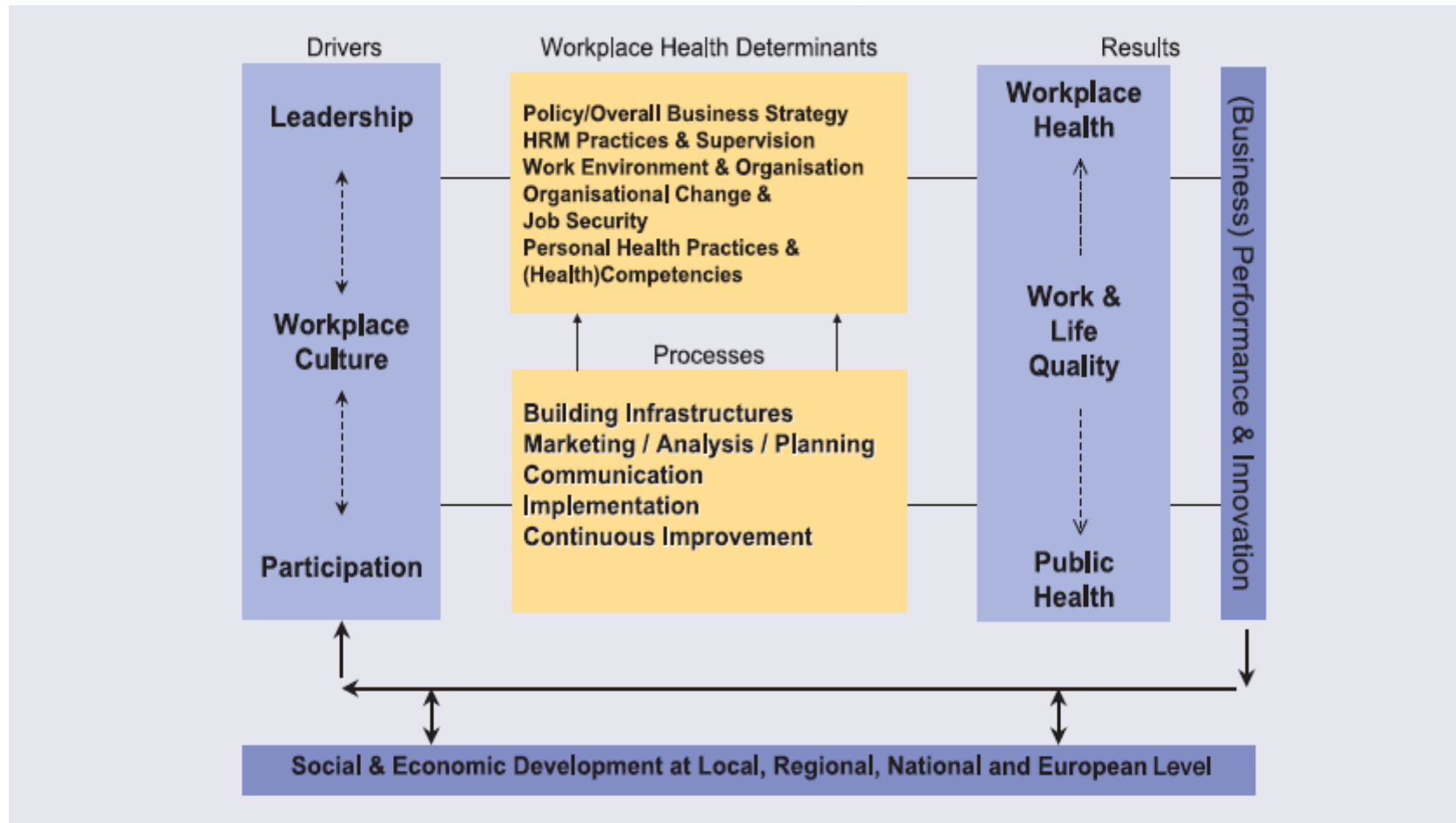
Toolbox of the BAuA

- **Contains all tools available in German language, used in the setting workplace**

Types:

- Condition-oriented tools (62)
- Behavior-oriented tools (21)
- **Total (93)**

The European Approach to Promoting Workplace Health



Good practice should

- Include early detection (early warning system)
- Involve the participants in every stage of the project management
- Be integrated in the management philosophy
- Include interventions on different levels, i.e. affecting the individual, the social environment and the working conditions
- Focus on mental health promotion
- Cover different levels: promotion, primary prevention and secondary prevention
- Include various actions, for example training, counselling, surveys and
- be proven to be effective.

ProMenPol Contact Details

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