



Finnish Institute of
Occupational Health

Well-being through work



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Occupational Health

Workplace health promotion - What is it all about? What are the benefits?

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Why health promotion?

- Old (but difficult) fact:
- Effective prevention is cheaper than treatment
- Health promotion not only prevents diseases but also improves performance (work ability)
- Health promotion adds more years into our lives
- Health promotion improves quality of life (?)

Who cares?

Decision-makers,
employers?, taxpayers?

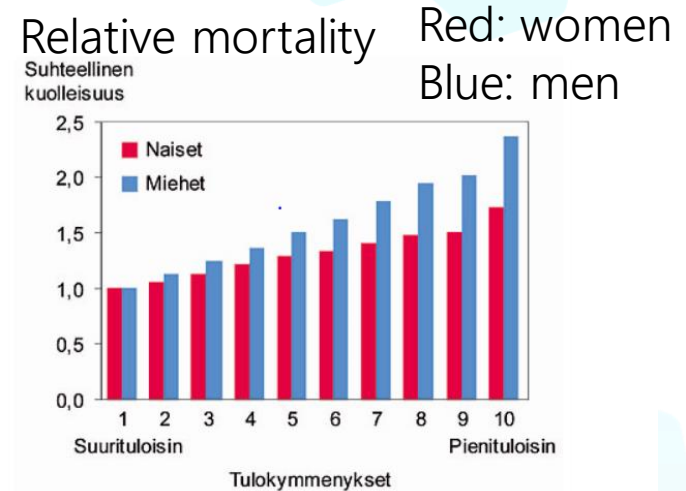
Employers,
employees?

Employees?

Employees?

Why health promotion? (2)

- Health-, well-being- and work ability differences in the population
- Socio-economical status
- Low educational background
- Low occupational status (Blue collar)
- Low income
- Lifestyles also polarize:
- Physical exercise
- Smoking
- Alcohol
- Sleep



Martikainen P ym. 2001

Highest income Lowest income
Income deciles

Workplace health promotion (WHP)

- Workplace Health Promotion (WHP) is the combined efforts of employers, employees and society to improve the health and well-being of people at work.

This can be achieved through a combination of:

- improving the work organization and the working environment
- promoting active participation
- encouraging personal development.

www.enwhp.org/workplace-health-promotion.html

Why workplace health promotion?

- Work can “expose” us to unhealthy habits, e.g.
 - Restaurants, hotels, air- and ship traffic: alcohol, smoking, dietary habits?
 - Health care: drugs
 - Fast-food restaurants: dietary habits?
 - Night work and shift work: dietary habits, sleep, physical exercise
 - Lots of traveling at work: dietary habits, sleep, physical exercise, social relations
 - Physically heavy work: physical exercise, smoking?, dietary habits
 - Psychologically heavy work: substance abuse, smoking, dietary habits?,
=What choices does our work enable or hinder?
- What choices does our workplace culture and professional identities enable or hinder?

Why workplace health promotion? (2)

- Workplace is the most significant forum and environment of adulthood
 - Time dimension: 8h/day – 5 days/week – 10months/year – 40+yrs./80 yrs.
 - Social dimension: colleagues, managers – subordinates
 - Physical dimension: environment, possibilities, risks
 - Identity creator: blue-collar worker, clerical worker, specialist, manager, municipal worker, business life representative, etc.
- All of the above-mentioned dimensions include great health promotion possibilities (and risks)
- Municipal possibilities???

Risks of health promotion

- Health terror
- Discrimination
- Only active ones participate and benefit



HOW TO INSPIRE?

THREE POINTS:

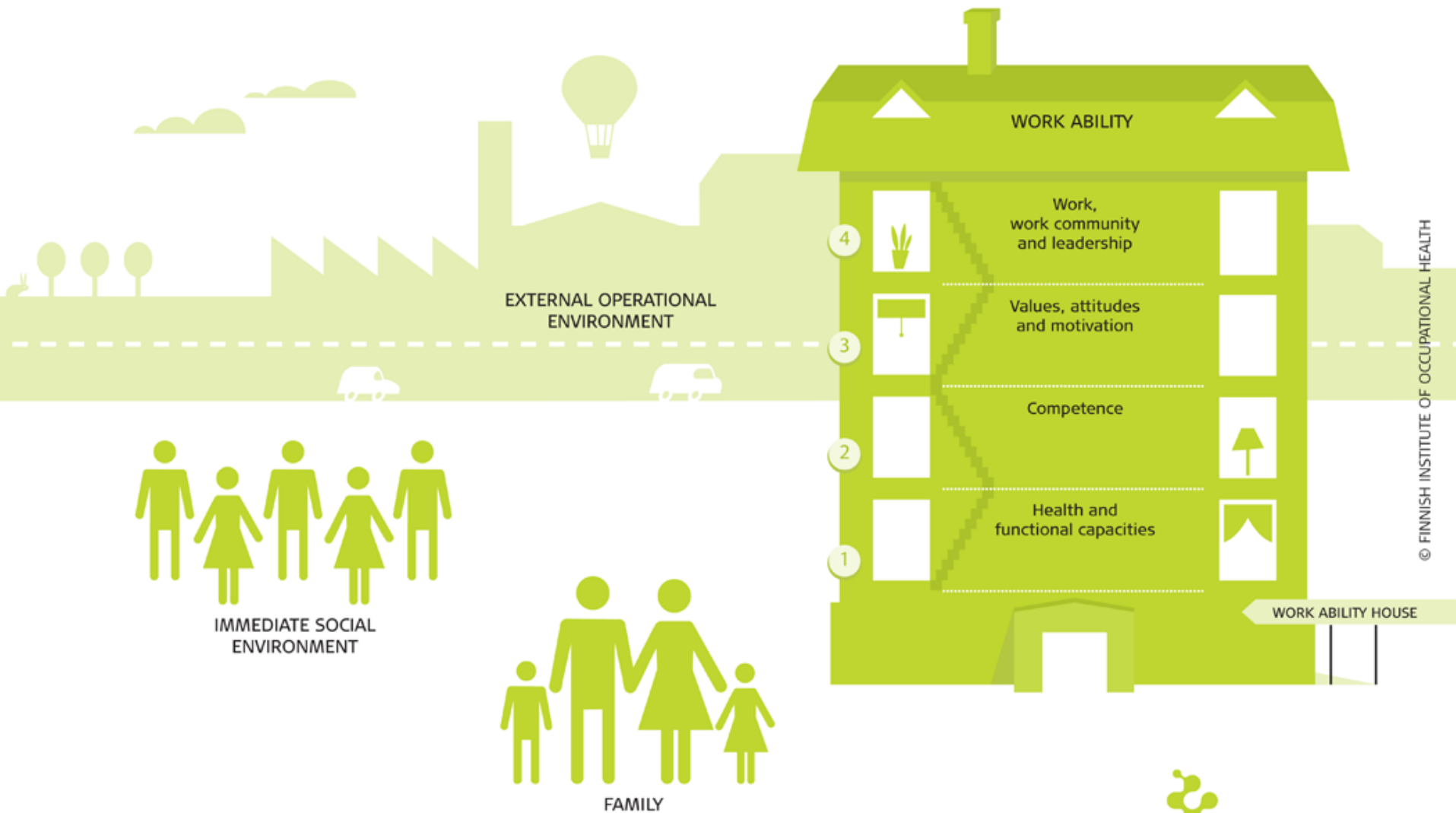
- 1) RELATIONSHIP WITH
WORK & WORK ABILITY
- 2) CULTURAL CONTEXT
- 3) CO-CREATION

Relationship with work & work ability– what does it mean?

- Actions should be based on an analysis of the health, safety and work ability requirements



Work Ability House





HOW TO INSPIRE?

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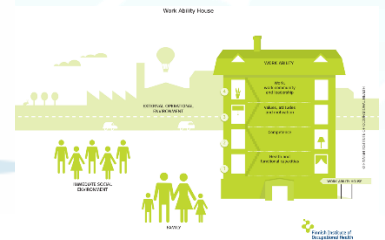
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Co-creation – why?

- Effectiveness requires co-operation and participation
- BEST PRACTICE: co-creation and crowdsourcing.



Practical tools: Primer workshops help improve well-being of entrepreneurs and small workplaces



Primer

A workshop model for promoting well-being at work and work ability



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Leverage from
the EU
2014–2020

European Union
European Social Fund

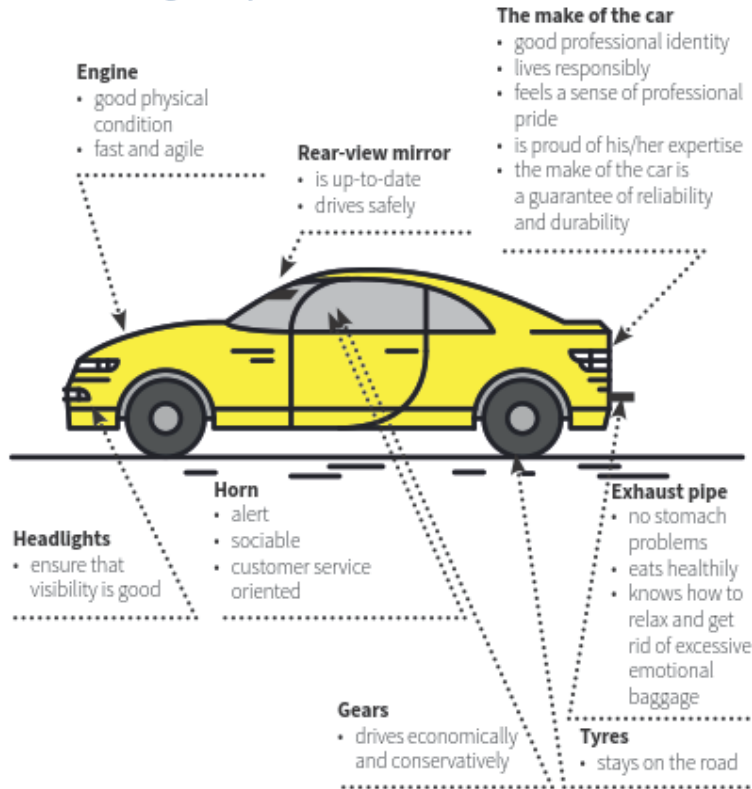


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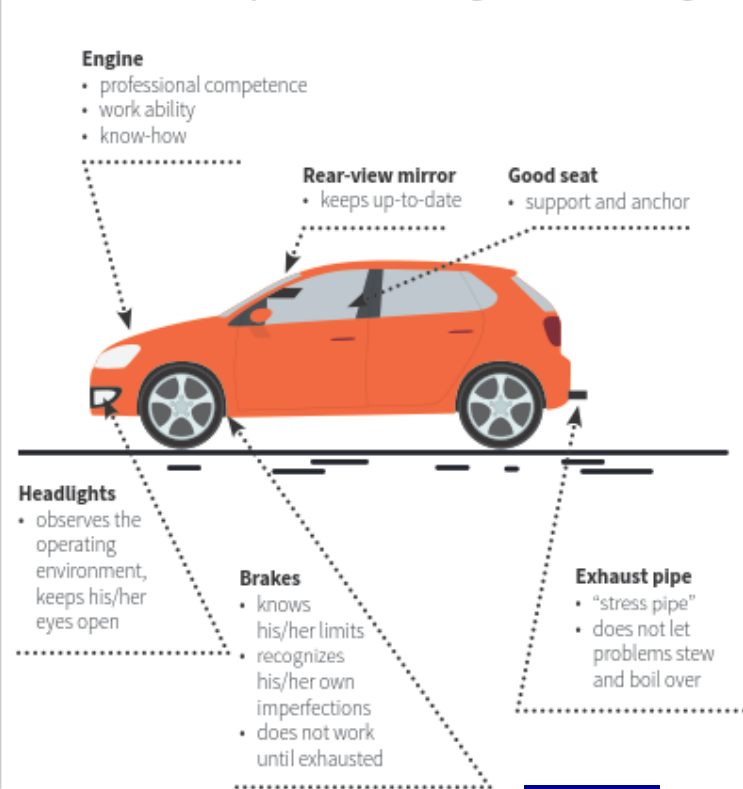


Examples of drawings and reflections

Example 1: What makes a good supervisor?



Example 2: What makes an entrepreneur who has a high level of well-being?



Practical tools: The Cornerstones of Work Ability – Fact Sheet



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FACT SHEET

33

The cornerstones of work ability for small business entrepreneurs

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Check
your work
ability!

TOP 10 tips



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Fact Sheet,
https://www.ttl.fi/wp-content/uploads/2017/07/33_Cornerstones_of_work_ability.pdf.pdf



STRESSED BY SIMPLY HAVING TO TAKE A TEST?
RELAX AND LEARN MORE: www.helpguide.org/articles/stress/stress-symptoms-causes-and-effects.htm

5. How well do you sleep and how do you promote good sleep?

- I maintain a regular rhythm when it comes to work, eating and hobbies.
- I feel fresh at work. I don't get sleepy during the day.
- I exercise or spend time outdoors.
- I take it slow in the two hours before bedtime.
- I don't bring work to bed.
- I don't have a night cap before going to bed.
- I allocate enough time for sleep every night (7–9 hours).



ROOM FOR IMPROVEMENT? TAKE A LOOK AT TOP TIPS FOR PROMOTING GOOD SLEEP: healthysleep.med.harvard.edu

6. Do you receive support and encouragement?

- I have at least one person in my life who gives me practical support in difficult situations.
- I maintain relationships with friends. I can find a shoulder to lean on when necessary!
- I have relationships with fellow entrepreneurs. We help each other.

7. Do you value yourself?

- I show my respect for myself by setting aside time for myself.
- I am fair towards myself and others. I don't place unreasonable expectations on anyone.
- I have set limits on how much work I do and when I do it.

Leverage from
the EU
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ENTREPRENEUR, DON'T BURN YOURSELF OUT – TAKE TIME TO RECOVER!

- Your lifestyle can promote your health, recovery from work, work ability and safety at work.
- This is one of your professional skills!
- The Promo@Work project aims to help entrepreneurs recover from work and to teach ways in which they can do this.
- We will examine the effect of a mobile application on entrepreneurs' work ability and recovery from work. The study will be conducted in 2018.
- Media campaign (social media, radio, videos, contacts)



Evidence based guidelines for health promotion @workplaces (WHP)

- based on systematic reviews
- the WHP guidelines will be cocreated with stakeholders and actors, and peer reviewed by the European Network for Workplace Health Promotion (ENWHP).
- aim is to integrate the WHP plans with the organizations' occupational safety and health plans and/or with the operational plans of workplaces' OHS
 - WHP guidelines will be tailored for SME's

Several systematic reviews

under construction

- To invest or not to invest: a scoping review? view of tools for the economic evaluation of workplace health promotion programs and their suitability for small and medium enterprises
- Interventions to enhance recovery from cognitive or physical workload in healthy workers, a scoping review
- Interventions to improve dietary habits at workplaces.
- Interventions of the means of workplaces to improve sleeping habits of workers
- Workplace interventions to promote physical activity
- Interventions to enhance healthy nutrition and physical activity among small and medium size enterprises

Workplace health promotion – How to promote employees' health and well-being at work? TOP 10 recommendations

Veselības veicināšana darba vietā - kā uzlabot darbinieku veselību un labklājību darbā? TOP 10 rekomendācijas

Veselības veicināšana darba vietās (VDDV) atbalsta nodarbinātos, veicinot labklājību un darba spējas, uzlabojot darba apstākļus un darba produktivitāti. VDDV ir process, kura mērķi un apjoms uzņēmumos var atšķirties. VDDV vajadzētu būt integrētai katrā uzņēmuma darbības posmā un jābūt ikviena darba sastāvdaļai.

Faktori, kas ietekmē veiksmīgu VDDV ieviešanu:

- **Vajadzības:** VDDV aktivitātēm jābūt balstītām uz uzņēmuma un nodarbināto veselības vajadzībām;
- **Līdzdalība:** VDDV aktivitātēs jāiesaista visi ieinteresētie - īpaši nodarbinātie un tie, kas ir atbildīgi par darba aizsardzību uzņēmumā;
- **Sabalansēta pieeja:** pasākumiem jābūt orientētiem uz vispārēju darba apstākļu un kvalitātes uzlabošanu, kā arī nodarbināto veselīgu uzvedību;
- **Integrācija:** VDDV aktivitātēm jābūt integrētām vadības metodēs un ikdienas darba dzīvē visos uzņēmuma līmeņos.

http://stradavesels.lv/Uploads/2014/11/24/Fact_sheetLV.pdf



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Thank you!



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