

UPDATE ON HEALTHY WORKPLACE FRAMEWORK

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Health*

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HEALTHY IRELAND

- *Healthy Ireland High Level Framework*
- *Whole of Government approach*
- *Context for Healthy Workplace in partnership with Department of Business Enterprise and Innovation*

HEALTHY WORKPLACE CONTEXT

International

- *WHO -IOSH -CIPD -NICE Guidelines*
- *Global Developments*

National

- *Healthy Ireland*
- *Health and Safety*
- *Occupational Health Issues*
- *Corporate Social Responsibility*

GUIDING STEPS FOR DEVELOPMENT OF FRAMEWORK

- ***Obtain High Level Approval***
- ***Establish Governance Group with TOR***
- ***Develop Project Plan***
- ***Identify Key Partners - Build Relationships***
- ***Establish Key Milestones - Research, Consultation***
- ***Draft Framework / Review***
- ***Agree Implementation Plan***
- ***Monitor and Evaluate***

PROJECT PLAN

Key Elements

- *Literature review*
- *Policy Landscape*
- *Consultation*
- *Build Capacity*
- *Develop Accreditation Model*
- *Development of Resources*

RESEARCH HEALTHY WORKPLACES

- *Do workplace programmes have a favourable effect*
- *Are workplace wellbeing programmes worth the investment*
- *What factors should organisations consider*
- *What are the policy mechanisms*

RESEARCH FINDINGS

*Range of measures health behaviours,
health outcomes and organisational
outcomes*

- *Health Outcomes positive in relation to BMI, Stress and Mental Wellbeing*
- *Organisational - Work ability, sickness absences*
- *Health Behaviours - Physical Activity and Smoking Cessation*

RESEARCH FINDINGS

What factors should organisation consider ?

- *Gaining and demonstrating support*
- *Assessing needs and objectives*
- *Planning and resourcing*
- *Implementation*
- *Evaluation*

POLICY LANDSCAPE PAPER

Aim to provide an overview of current legislation, policy and official guidance concerning promotion of the health and wellbeing of workers in Ireland

- ***21 separate pieces of legislation relevant to workplace health***
- ***Clear policy shift towards action on health and wellbeing***
- ***Significant gaps exist i.e. Mental Health Policy in workplace.***

CONSULTATION PROCESS

*Pre
Consultation*

*Workshops
and Survey
Monkey*

*Analysis and
Report*

RESEARCH DATA

- **Workshops 144 participants**
- **On line survey 1600 valid responses**
- **Age 39% 25-45 60% 45-64**
- **Females 72% Males 28%**
- **Longstanding illness/health problem 25%**
- **Pubic Sector 94% / Private 6%**

KEY FINDINGS

High level agreement with vision, aim, strategic goals, objectives and resources

Priority areas

- ***Culture Change***
- ***Inclusion***
- ***Communication***
- ***Engagement***
- ***Leadership***

REQUIREMENTS

- ***Training***
- ***Guidance documents***
- ***Case Studies***
- ***Learning Networks***
- ***Regulation***
- ***Fiscal Incentives***
- ***Accreditation/Benchmarking/Awards***

QUALITATIVE FINDINGS

- ***Culture Change***
- ***Mental Health - Core Pillar of HWF***
- ***Language - Vision, Aim, Indicators, Resources etc.***
- ***Implementation Concerns - Tick box, SME's, Resources, Engagement, Communication, Legislation , Accreditation and Evaluation***

BUILD CAPACITY

- ***Development of Post Graduate Certificate on Workplace Wellness with NUIG***
- ***Seed funding provided by both Government Departments***
- ***Year 1 completed with 32 Graduates***
- ***Explore opportunities to integrate modules into existing programmes within Occupational Health, CIPD and Health and Safety***

ACCREDITATION MODEL

- ***Review models of accreditation for healthy workplaces operating at national and international levels***
- ***Assess feasibility for adoption in the Irish Context***
- ***Propose key elements for inclusion in Framework***

KEY FINDINGS

- ***Strong Government commitment***
- ***National co-ordination***
- ***Resources***
- ***Modular approach***
- ***Need for Evaluation***
- ***Piloting***

EVIDENCE REVIEW HRB

- ***What are the online resources and tools available to support the implementation of Healthy Workplaces***
- ***What are the direct supports ie. staff, funding***
- ***What evaluations have been carried out and key learnings***
- ***Looking at Australia, New Zealand, Canada, USA and Scotland***

CONCLUSIONS

- *Nominated Government Agency*
- *Adopting a Health Promotion approach*
- *Support for Employers*
- *On line Tools and Resources*
- *Accreditation Process*
- *Social Marketing approach*

SITE VISITS

- **Conduct Site Visits to identify barriers and enablers in the implementation of workplace programmes (15 sites visited)**

Feedback from site visits

- ***Role of management support and leadership***
- ***Evidence of commitment within corporate plans***
- ***Clear rationale for investment in programme***
- ***Allocation of resources***
- ***Need for Evaluation Tools***

ADDITIONAL ELEMENTS

- ***Data Profile of 2m Workforce***
- ***Site Visits - Ongoing***
- ***Evaluation of Irish Workplaces developing proposal with UCC***
- ***Integrating into Awards- CIPD***
- ***Improving Workplace Health through Culture Change***
- ***Further Consultation with draft Framework***

NEXT STEPS

- ***Draft Framework October***
- ***Second phase consultation with key stakeholders***
- ***Develop Evaluation Guidelines***
- ***Literature Review on Culture Change***
- ***Launch Framework early 2019***
- ***Develop implementation plan***

WORK 2022

“Work, when it’s good gives people status, positive health benefits, a quality of life and a sense of wellbeing”

“Supporting a shared vision of a safe and healthy world of work”

Web :

<http://www.healthyireland.ie/>

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Thank You