

Workplace Health Promotion in Slovenia





THE SLOVENIAN NCO

- Clinical Institute of Occupational, Traffic and Sports Medicine (CIOTSM)
 - independent unit within University Medical Centre Ljubljana
 - prevention in the field of employees health
 - development of OH (and WHP) doctrine
 - research projects
 - under- and postgraduate education concerning workplace health, training courses for OH physicians



WHP CENTRE

- Foundation: 2004
- Main work:
 - campaign projects (EU and domestic)
 - educational programmes
 - applied research projects (EU or domestic)



OUR UNDERSTANDING OF HP

- Health as **bio-psycho-social** balance
- Health promotion in terms of **Ottawa charter** (build healthy public policy; create supportive environments; strengthen community actions; develop personal skills; reorient health services)
- Holistic approach



WHP KEY PRINCIPLES

Integration and cooperation of employers and employees on different levels

Solving real problems – based on health data and needs assessment

Positive approach (awards in incentives)

Connection with other programs and systems

Interventions aimed at:

- Healthy public policy
- Working environment changes
- Development of personal skills



FAST GROWING DISCIPLINE, BUT...

- Fast growing discipline
- No umbrella HP strategy, only partial strategies (healthy nutrition, drugs)
- No definition of HP in general
- Act on safety and health at work (1999)
 - general principles for safe and healthy work at the level of enterprise
 - employer's responsibility for assuring safety and health at work, and workers' duties



LEGISLATIVE OBLIGATION

- The new act (2011):
 - a **definition** of WHP
systematic targeted activities and measures,
implemented by employers in order to preserve and
strengthen workers' physical and mental health
 - **obligation** of WHP planning and
implementation
(according to guidelines - CIOTSM) ➔ IF NOT: a fine
of 2.000 to 40.000 EUR



WHP IN ACTION

- ⇒ Bigger companies carry out some partial WHP programmes (mostly addressing life style)
- ⇒ National Health Insurance Institute finances company WHP programmes
- ⇒ Some activities carried out by the Ministry of Labour, Family and Social Affairs (National Focal Point for the European Agency for Safety and Health at Work)



WHP KNOWLEDGE



- No formal educational programmes
- Few topics at some postgraduate programmes of public health, attended only by physicians!
- Programmes at nursing schools – but mostly health education
- Some courses for employers (Fit for work)
- OH physicians – some topics during specialist training ➡ a special course within an EU project



FIT FOR WORK - PURPOSE

- To achieve better health of employees over the long-term by influencing employers and employees to:
 - gain new knowledge and skills for development of healthy work- and life-style and
 - introduce changes benefiting health in working environment.





SURVEY FINDINGS

- Relatively **high level of awareness** of importance of health and impact of work on health (and vice versa)
- Managers in **big and medium-sized** enterprises more convinced of the possibility to improve employees' health
- **Small enterprises** rarely see this possibility
- 2/3 of the respondents **ready to implement WHP** programs in their companies (personal involvement - 93%)



CONTENT – 10 AREAS

- Health and safety Analysis
- Prevention of injuries at work
- Ergonomic measures in the workplace
- Prevention of workplace chemical pollution
- Organizational measures
- Stress coping and prevention
- Prevention of the use of drugs
- Workplace bullying prevention
- Healthy nutrition
- Physical activity



REACHING THE COMPANIES

- Specially trained WHP advisors – HR specialists, safety engineers, psychologists)
- In the company:
 - set up a health group
 - health analysis → the main health problem
 - development of a WHP programme
 - implementation
 - evaluation
- Network (knowledge, good practice, ENWHP)

RESULTS

- Approx. 200 participants from 120 companies
- 85% use new knowledge at their work
- Areas mostly covered:
 - Ergonomics
 - Healthy lifestyle (physical activity, healthy diet)
 - Injury prevention
 - Prevention of the use of psychoactive substances





EXPECTED BENEFITS

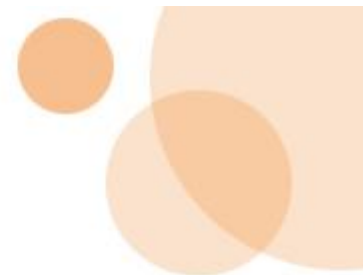
- Better health and better quality of life and work
- Lower costs related to illness, treatment, sick leave, disability, occupational diseases and premature deaths
- Higher productivity
- An additional incentive: legal obligation



SLOVENIAN NETWORK

- Cooperation of different professional areas, organizations and individuals that can contribute to workers' health
- Support for the Fit for work implementation (especially the course for WHP councillors)
- Cooperation with the European Network for Workplace Health Promotion





Thank you for
your attention