



ENWHP Activities

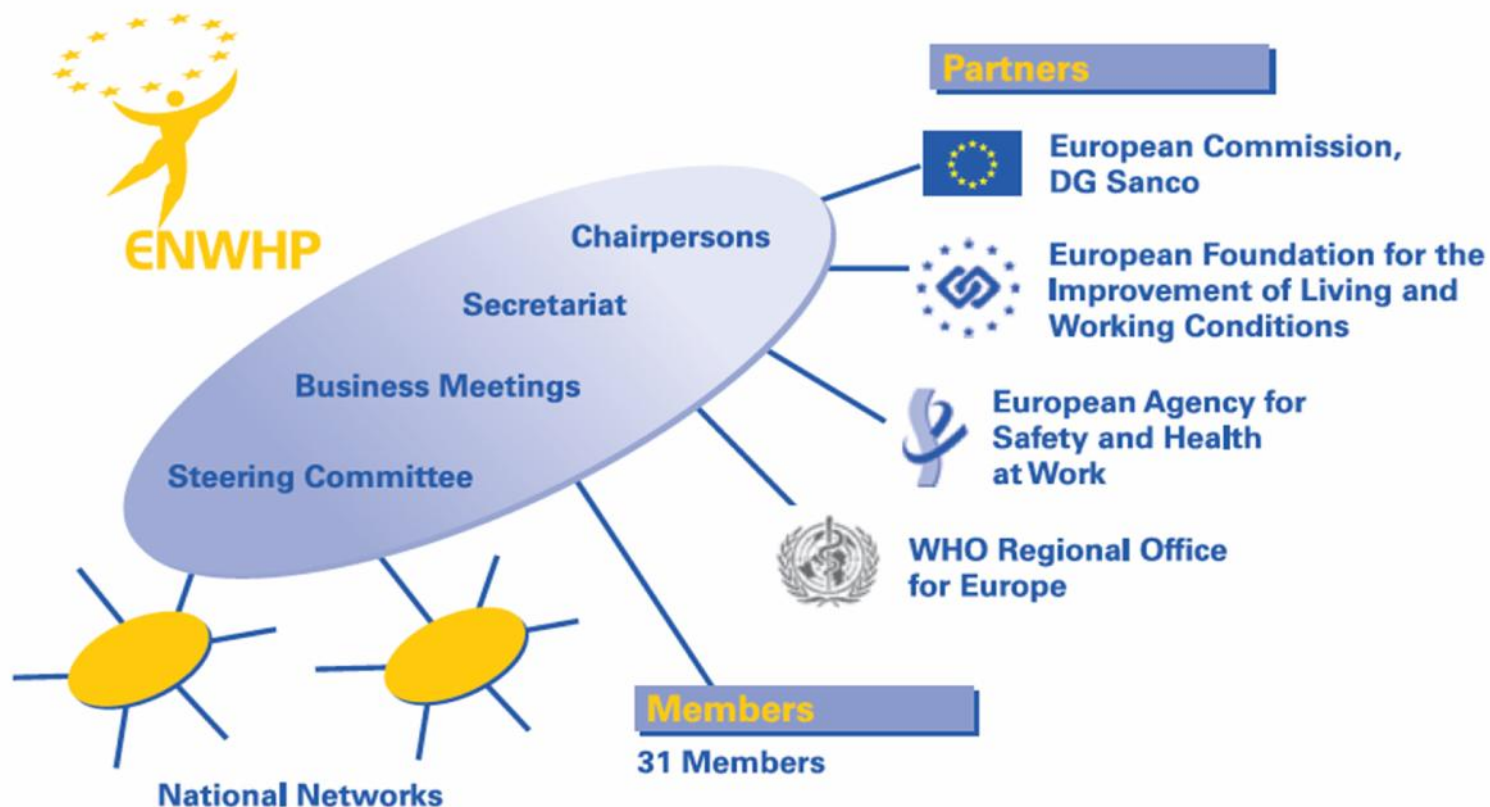
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Zagreb – 20.11.2014

European Network for Workplace Health Promotion



ENWHP Structure



EU-wide campaigns: objectives



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- To increase awareness of all stakeholders
- To develop a toolbox for self-assessment
- To produce guidelines for employers and employees
- To identify, analyse, document and disseminate models of good practice
- Recommendations to stakeholders

Quality criteria – success factors



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- 1st Initiative (1997-1998)
- Successful WHP depends on good quality practical implementation
- Identification of companies in Europe which set an outstanding example in the field of WHP
- Catalogue of quality criteria
- Development of self-assessment questionnaire

Quality Criteria for a good WHP practice

1. WHP should be a management responsibility with:
 - support and integration of management and executive staff
 - integration in company policy
 - provision of sufficient financial and material resources
2. Employee participation in planning and implementation of the WHP measures.
3. WHP should be based on a comprehensive understanding of health.
4. WHP should be based on accurate analysis and continually improved.
5. WHP should be professionally coordinated and information should be made available regularly to all the staff.
6. The benefits of Workplace Health Promotion are evaluated and quantified on the basis of specific indicators.

Self-assessment



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*The enablers include all procedures and structures which a health-promoting organisation needs. These lead to the corresponding results.

- The questionnaire consists of a total of 27 questions spread over 6 sectors
- 4 categories of answers: fully achieved – considerable progress – certain progress – activities not started

WHP in SMEs



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- 2nd Initiative (1999-2000)
- Criteria for models of good practice



Criteria

Characteristics of Workplace Health Promotion
in Small and Medium-Sized Enterprises 6

Criteria – enterprise level8
Leadership and participation9
Business processes 10
Results11

Criteria – intermediary level12
Integration of WHP in the policies and actions
of the intermediary organisations of supportive
structures13
Strategy and planning 14
Implementation 15
Results16

The public administration sector



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- 3rd Initiative (2001-2002)
- Cuts in public services and increase efficiency in public administration: impact on the HR management and work organisation
- Management of staff influences their efficiency and the quality of their work
- WHP strategies can create a significant added value in the process
- Models of good practice

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Austria		Italy	
Health Promotion in Local Government Services	10	Healthy Municipality for a Healthy Community: The Municipality of Martignacco	67
Health Venture at Schwarzau Prison.....	13	Liechtenstein/Switzerland	
Belgium		Community Offices, Munchenbuchsee	69
La Louvière: Combating Stress and Mobbing at Work – a Practical Approach	15	Military and Civil Defence Office, St. Gall	72
The Belgian Federal Police: An Integrated and Multi-Disciplinary Organisation of Prevention.....	18	Netherlands	
Czech Republic		The Municipality of The Hague's Facility Department and its WHP Policy	76
Municipal Authority of the Town of Sokolov	20	The Ministry of Finance and its WHP Policy	80
Denmark		Norway	
Organisational and Skills Development at the Danish National Library for the Blind	23	The "GET WELL PROJECT" in Nedre Eiker Local Authority	83
Employee Influence, Personnel Policy and Quality at the Social Appeals Board	27	Development of Healthy Workplaces by Processes and Employee Participation	86
Finland		Portugal	
Ilmarinen Mutual Pension Insurance Company.....	31	Promoting Workplace Health and Well-Being on Almada City Council	89
"Echo project" in the Regional Tax Office of Uusimaa.....	33	Workplace Health Promotion at the City Council of Oeiras	93
Germany		Romania	
Health Management in the City of Berlin.....	35	National Agency of Public Servants	96
Workplace health promotion at the Federal Insurance Institute for Salaried Employees	39	Spain	
Workplace Health Promotion in the Municipal Administration of Dortmund	42	The Spanish Society of Occupational Health in Public Administration (SESLAP): Networking Health in the Public Sector	99
Greece		Health Promotion Campaign for Post Office Employees	102
Workplace Health Promotion at the Hellenic Post.....	46	Sweden	
Ethel Bus Company	49	The Ministry of Finance – Workplace Health Promotion is an Important Part of Occupational Safety and Health Work.....	105
Hungary		Workplace Health Promotion at Systembolaget AB	108
Workplace Health Promotion at the Heves County Court....	52	United Kingdom	
Workplace Health Promotion at the National Institute of Occupational Health	55	The Northern Ireland Court Service.....	111
Iceland		Members of the European Network for Workplace Health Promotion.....	115
The Capital District Fire and Rescue Service	58		
The Directorate of Customs – Reykjavik.....	61		
Ireland			
Workplace Health Promotion in Donegal County Council	64		

Infrastructures for WHP



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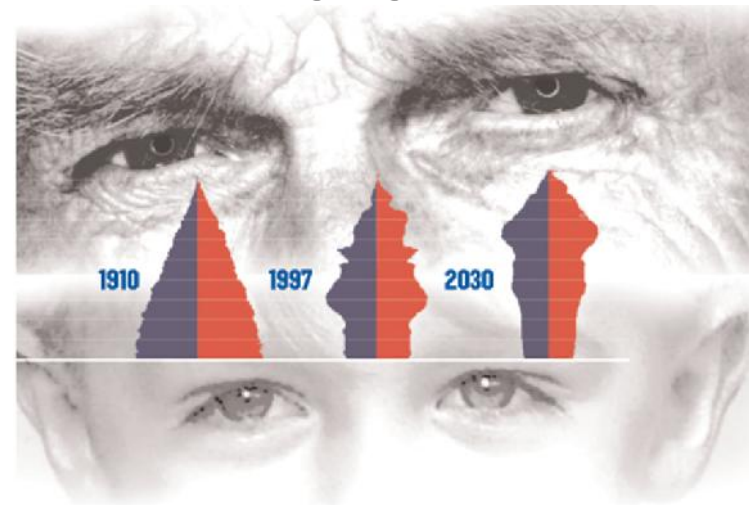
- 4th Initiative (2002-2004)
- Developing national infrastructures to provide platforms for the exchange of information and for concerted action.
- Involving all relevant interest groups including social partners, governmental bodies, social insurance organisations and companies.
- ENWHP-Toolbox: a collection of methods and tools (toolbox) to facilitate the introduction of WHP into companies and organisations.
- The case for WHP: evidence of the economic benefits for WHP

Healthy Ageing



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- 5th Initiative (2004-2006)
- Demographic developments are presenting new challenges to enterprises and social security systems in Europe - Older workforce
- Extend working life through improved individual health and lifestyles as well as through a healthier work organisation and environment



Analysis of actual situation



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- An age structure analysis shows the actual age structure of the workforce and its expected development in the future.
- A check list to identify the need for action.
- The Work Ability Index focuses its sights on the workers and their work ability assessed by themselves.
- The workshop concept “Healthy into Retirement” involves the sharing of experience in a group.

Check list to identify the need for action in companies in terms of the age structure

Notes on using this check list

After you have completed the check list, take a closer look at the answers you have marked. The answers **on yellow fields** refer on the one hand to risks. On the other hand, they indicate possible approaches to cope with the change in the age structure which have so far not been put into practice in the company. Here we advise you to examine the question in more detail to see whether it is expedient and feasible to pursue the action and strategies in your company in future. – The answers **on blue fields** simply refer to approaches which are already being pursued at the company. Here we advise you to ensure that these strategies are continued to be pursued in the future or, where necessary, are even strengthened.

Recruitment of staff	
We are increasingly finding fewer young specialists.	<input type="checkbox"/> yes <input type="checkbox"/> no
It must be assumed that the demographic change on our regional labour market will in future result in difficulties in recruiting staff.	<input type="checkbox"/> yes <input type="checkbox"/> no
When we recruit staff at our company, we pay attention to certain age limits.	<input type="checkbox"/> yes <input type="checkbox"/> no
We also recruit older applicants at our company.	<input type="checkbox"/> yes <input type="checkbox"/> no
We formulate vacancy advertisements so that older skilled workers are also targeted.	<input type="checkbox"/> yes <input type="checkbox"/> no

Quick Check for a future-oriented HR policy	Tends to apply	Tends not to apply
Your age structure consists of equal proportions of young, middle aged and older employees.	<input type="checkbox"/>	<input type="checkbox"/>
The work activities are designed so that employees can perform them up to the age of 65.	<input type="checkbox"/>	<input type="checkbox"/>
The employees are actively involved in the design of their working conditions.	<input type="checkbox"/>	<input type="checkbox"/>
The company readily succeeds in training or recruiting enough young skilled workers.	<input type="checkbox"/>	<input type="checkbox"/>
All employees – also older ones – are given the opportunity to obtain qualifications and expand their competencies.	<input type="checkbox"/>	<input type="checkbox"/>
The exchange of knowledge between older, experienced employees and young workers is systematically promoted.	<input type="checkbox"/>	<input type="checkbox"/>
The prospect of career development is offered to all employees.	<input type="checkbox"/>	<input type="checkbox"/>

Quick Check of Clemenschartinitiative (Gesunder Arbeiten e.V. IG 10A), see www.ges-enderarbeiten.de
Source: Federal Institute for Occupational Safety and Health (IstB) (2004): Mit Erfahrung die Zukunft meistern! Altern und Ältere in der Arbeitswelt, p. 27

WHP in an enlarging Europe



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- 6th Initiative (2005-2007)
- Three separate network projects to identify the specific requirements and challenges regarding WHP in Eastern European Countries and to pave the way for improved dissemination of WHP in this region:
- Dragon Fly developed infrastructures for the dissemination of “Good Practice”
- Workhealth II produced a European work-related health report and to continue establishing infrastructures
- Workplace Health Promotion in an Enlarging Europe developed best practice methodologies for the promotion and maintenance of work ability.

Move Europe - Healthy lifestyles



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- 7th Initiative (2006-2009)
- Health problems associated with an employee's personal lifestyle present a growing problem in all the European countries. The workplace is an ideal setting for positively influencing lifestyle and daily behaviour.
- Addressing lifestyle factors:
 - > Physical activity
 - > Smoking prevention
 - > Healthy diet
 - > Mental health
- Company Health Check:
Online questionnaire for self-assessment



we move europe



Work in Tune with Life



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Vision:

**Healthy Employees
in Healthy Organisations**

To make this vision become reality the European Network for Workplace Health Promotion ENWHP is committed to developing and supporting "good practice" for workplace health, which in turn contributes to a higher level of health protection and ensures sustainable social and economic growth in Europe.

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8th Initiative (2009-2010)

Focus on
strategies that
help improve
employees'
mental health



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The campaign: a stepwise approach

- National Move Europe websites in **18** European countries
- About 2000 enterprises participated – public administrations, schools, hospitals, small and larger companies
- They actively supported the campaign as a “Move Europe Partner”
- Collection of Good Practices
- 3 Guidances
- Edinburgh Declaration
- MH Pact Conference in Berlin, March 2011

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I identify good practices

- A gradual status and selection approach supported a wide-ranging enterprise participation and helped to identify good practices



Guide for employers



A guide for employers.
To promote mental health
in the workplace.



- Importance of MH for a successful business
- What can employers do to promote MH and prevent stress?
- What can employers do to support and retain people with MH problems?
- How to create a mentally healthy workplace?

Policies and good practices

Policy documents/
Stakeholder Statements



Reports/
Studies/
Projects

Events



EU-Compass for Action on Mental
Health and Well being



Toolkit to support MH practices and
policies in schools, workplaces and
older people's residencies

Guide for employees



A guide to creating
a mentally healthy
workplace

- Employees Resource -



- Recognise MH and overcome stigma
- What can you do to promote your MH?
- Managing stress
- Supporting colleagues with MH problems
- Steps the workplace can take for better MH

Behaviour-related you may:

- find it hard to sleep
- change your eating habits
- smoke or drink more
- avoid friends and family
- have sexual problems

Physical symptoms might include:

- tiredness
- indigestion and nausea
- headaches
- aching muscles
- palpitations

Are you stressed:

Mentally you may:

- be more indecisive
- find it hard to concentrate
- suffer loss of memory
- feelings of inadequacy
- low self esteem

Emotionally you are likely to:

- get irritable or angry
- be anxious
- feel numb
- be hypersensitive, drained and listless

Guide to the MH business case

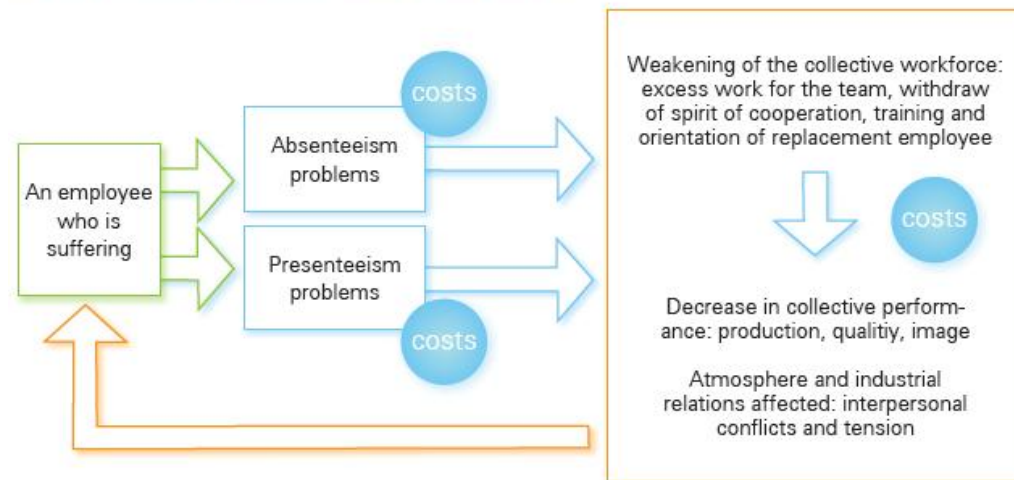


A guide to the
business case
for mental health



- Insight into the economic aspects of psychosocial issues at work
- Costs of not taking action
- Costs for assessing workplace
- Investment costs and ROI in risk prevention

An employee who is suffering costs the company...



Awareness raising on WHP



NEWSLETTER
from the European Network
for Workplace Health Promotion

ENWHP

Welcome by the European Network for Workplace Health Promotion

ENWHP has been working towards its mission of "healthy employees in healthy organisations" since it was established in 1996. By carrying out a number of joint **initiatives** and by developing good practice **criteria for WHP**, the network has become a frontrunner in European WHP.

In our newsletter we like to give you an overview of ENWHP's activities and the activities of our **National Contact Offices (NCOs)**, combined with general info about workplace health promotion (projects, publications, events etc.)

work. in tune with life.

You are here: **ENWHP**

WELCOME

Operating in a highly competitive business environment and with increasing pressure on the labour market, many employers in Europe are becoming aware that they need to implement measures to improve productivity and efficiency while at the same time enhancing the working environment and company culture.

Workplace health promotion has been shown to play a major role in achieving these outcomes. The European Network for Workplace Health Promotion (ENWHP) promotes good practice in workplace health promotion and advocates the adoption of such practice in all European workplaces.

Round table "Towards health promotion at the workplace" - 29 November 2014, Zagreb

On Thursday, 20 November 2014 the European Network for Workplace Health Promotion (ENWHP) and its newest member, **The Croatian Institute for Health Protection and Safety at Work (CIHPSW)**, organise a round table in Zagreb. The idea behind the round table is to boost the development of a national forum for Workplace Health Promotion (WHP) in Croatia, to disseminate good workplace health practices and policies, and to address representatives from companies, politics, health experts and other stakeholders.

Programme

NATIONAL FORUMS

Health promotion implementation at settings (including workplace) of a society in transition is not an easy process with immediate results concerning the individual thinking and motivation.

Prof. Zdravko Zapryanov
National Centre of Public Health Protection, Bulgaria

The European Network for Mental Health Promotion

WHP-Training

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ENWHP

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What's happening?

ECB @ecb · Nov 16
Paraphe pour le 16e avis de la lettre de 10 euros (l'ancien) et des inscriptions sur notre site de la 30.11.11. cards.twitter.com/cards/186e53we...

Retweeted by ECB

OECD @OECD · 24h
Annual growth in R&D spending for #OECD area was 1.5% in 2008-12, half the rate in 2001-00. bit.ly/1v21MM4

Who to follow - @enwhp - Also at

LilyPad EU @LilyPadEU
Followed by Tunde song and ...

BUR-Lex @BURLex
Followed by Tonio Bog and ...

Laurence Soudret @laurence...
Followed by European MS P...

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