

Preventing injuries: Applying the Total Worker Health® Model

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Online Evaluation



Presentation Objectives

1. Discuss why the TWH model works to reduce work-related injuries and enhance worker well-being.
2. Identify three key elements that make TWH programs successful.



Definition

Total Worker Health® is defined as policies, programs, and practices that:

- *integrate* protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being.
- Conceived of and funded by the National Institute for Occupational Safety and Health (NIOSH).



Issues Relevant to Advancing Worker Well-Being Using Total Worker Health® Approaches

Prevention and Control of Hazardous Exposures

- Biological Agents
- Chemicals
- Ergonomic Factors
- Physical Agents
- Psychosocial Factors
- Risk Assessment and Management

Built Environment Supports

- Accessible and Affordable Health Enhancing Options
- Clean and Equipped Breakrooms, Restrooms, and Lactation Facilities
- Healthy Workspace Design and Environment
- Inclusive and Universal Design
- Safe and Secure Facilities

Community Supports

- Access to Safe, Green Spaces and Pathways
- Healthy Community Design
- Safe and Clean Environment (Air and Water Quality, Noise Levels, Tobacco-Free)
- Safe, Healthy, and Affordable Housing Options
- Transportation and Commuting Assistance

Compensation and Benefits

- Adequate Wages and Prevention of Wage Theft
- Affordable, Comprehensive, and Confidential Healthcare Services
- Chronic Disease Prevention and Management Programs
- Continual Learning, Training, and (Re-)skilling Opportunities
- Disability Insurance (Short- and Long-Term)
- Employee Assistance and Substance Use Disorder Programs
- Equitable Pay, Performance Appraisals, and Promotions
- Minimum Guaranteed Hours
- Paid Time Off (Sick, Vacation, Caregiver/Parental)
- Prevention of Healthcare Costs by Workers
- Retirement Planning and Benefits
- Work-Life Programs
- Workers' Compensation Benefits

Healthy Leadership

- Collaborative and Participatory Environment
- Corporate Social Responsibility
- Responsible Business Decision-Making
- Supportive Managers, Supervisors, and Executives
- Training
- Worker Recognition, Appreciation, and Respect

Organization of Work

- Adequate Breaks
- Comprehensive Resources
- Fatigue, Burnout, Loneliness, Stress Prevention
- Quality and Quantity
- Meaningful and Engaging Work
- Self-Directing
- Work Scheduling Flexibility
- Work-Life Balance

Policies

- Elimination of Sexual Violence, Harassment, and Discrimination
- Equitable Employment Opportunity
- Fraud and Medical Loss
- Human and Natural Resource Sustainability
- Information Privacy
- Judicious Monitoring of Workers and Biomonitoring Practices
- Optimizing Function and Return-to-Work
- Prevention of Stressful Job Monitoring Practices
- Reasonable Accommodations
- Transparent Reporting Practices
- Whistleblower Protection
- Worker Well-Being Centered
- Workplace Supported Recovery Programs

Technology

- Artificial Intelligence
- Robotics
- Sensors


Work Arrangements

- Contracting and Subcontracting
- Free Lance
- Global and Multinational
- Multi-Employer
- Non-Standard
- Organizational Restructuring, Downsizing, and Mergers
- Precarious and Contingent
- Small- and Medium-Sized Employers
- Temporary
- Unemployment and Underemployment
- Virtual

Workforce Demographics

- Diversity and Inclusivity
- Multigenerational
- Productive Aging across Lifecourse
- Vulnerable Workers
- Workers with Disabilities

Total Worker Health® is a registered trademark of the US Department of Health and Human Services. Updated January 2020.



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Well-being.....


What is your definition?






Worker Well-being

- quality of life** with respect to an individual's health and work-related environmental, organizational, and psychosocial factors.
- positive perceptions and the presence of constructive conditions at work and in other areas of life that **enables workers to thrive and achieve their full potential.**



Expanding the Paradigm of Occupational Safety and Health: A New Framework for Worker Well-Being. Journal of Occupational and Environmental Medicine: July 2018-Volume 60 – Issue 7 – p589-593




The workplace challenge



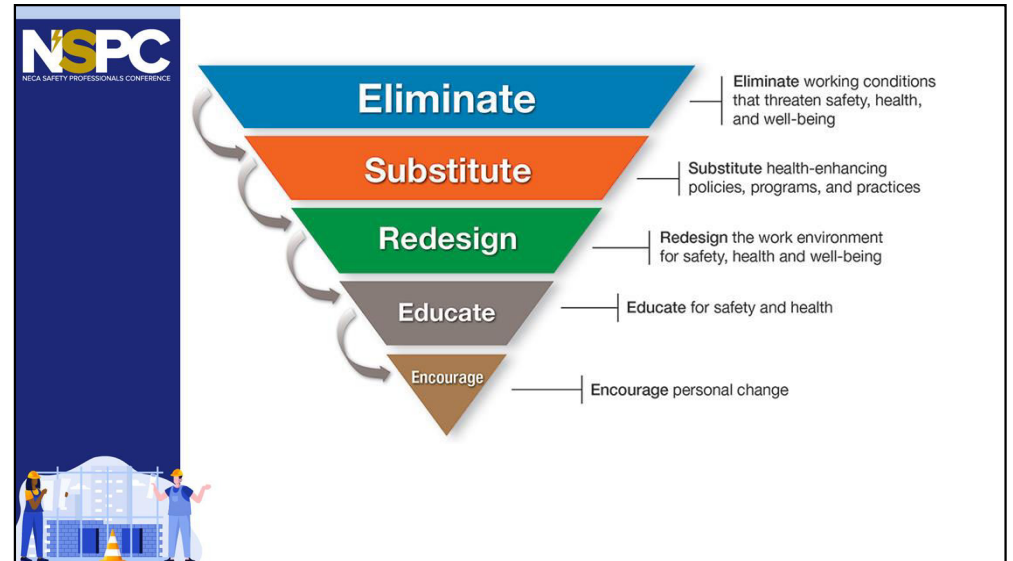







Why does the TWH model work?

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Where do you start?



Enhancing our Culture of Health at L.L.Bean

A continued path of evolution and innovation.
A multi-year, long term investment in employees and their families.



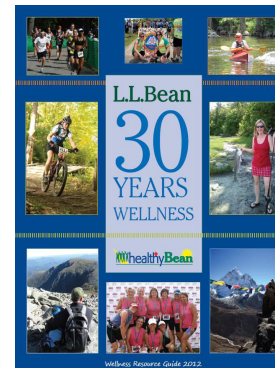
Safe & Healthy Living Core Value



We believe healthy people lead fuller, more productive lives. Our employees and other stakeholders should feel their association with L.L.Bean contributes to their health and well-being.



Wellness Program Offerings



- Onsite Fitness Centers
- Health Education Classes
- Activity Classes
- Comprehensive Health Risk Appraisal (HRA) Program
- Tobacco Free Campuses
- Healthy Foods in Cafeteria and Vending
- Employee Outdoor Club
- Employee Assistance Program

Proof of concept

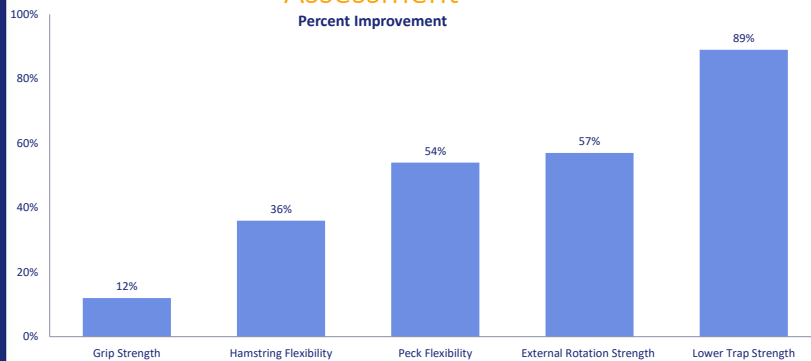


Overview of JumpStart to fitness

- 12-week supervised VOLUNTARY exercise program on company time.
- Offered 3 times/week for 45 minutes each session.
- Included pre/post testing along with follow up after the program.
- Leadership chose case handling employees for JumpStart due to high risks of the job and frequency of shoulder injury during previous year.
- Workers had average age of 46 and 11 years of service



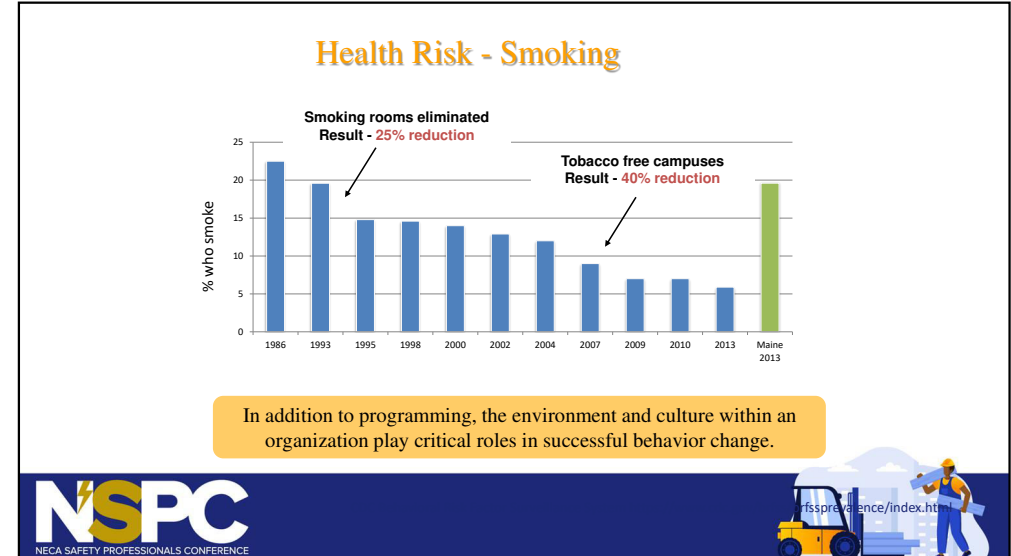
Outcomes—Physical Therapy Assessment



BeanStrong Program Components

- Exercise — on company time
 - 3 x 1 hour classes/week (6 months)
 - 2 x 1 hour classes/week (6 - 9 months)
 - 1 x 1 hour class/week (9 -12 months)
- Nutrition Education
 - 1 hour class every two weeks for 1 year
- Mental Health/Emotional Well Being
 - 1 x 1 hour class/month for 1 year





Example: Tobacco use associated with back pain

- Smoking is a known risk factor for back injury.
- If your workforce has a high number of work-related back injuries and a high rate of smoking or tobacco use, have you correlated the data and considered strategies that could reduce the broader risk?
- Option #1: ↓ the risk of back injury by addressing job risks
- Option #2: ↓ healthcare costs AND back injuries by ↓ smoking or tobacco use
 - In the U.S., annual healthcare cost per smoker ranges from \$2,500 to \$5,000 depending on the state ([view by-state statistics](#)).

Key elements that make TWH successful

- Plan on long term commitment
- Integrate with the company culture and values
- Get upper management active involvement
- Partner with other disciplines
- Start small with a proof of concept
- Actively include employee engagement
- Consider metrics before you start – establish baseline
- Protect employee privacy/confidentiality
- Maintain transparency to all levels

References

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Questions?

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Thank you!

Please complete the Online Evaluation

