



Newsletter from the European Network for Workplace Health Promotion

Contents:

- [News from ENWHP](#)
- [News from the National Contact Offices](#)

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 Workplace Health Promotion.

The current ENWHP initiative called '[PHWork – Promoting healthy work for people with chronic illness](#)' is dedicated to promote healthy, suitable work for those suffering the consequences of a chronic illness - either through enabling job retention or by supporting their return to work.

You can read more about our latest initiative in a Special Edition of the ENWHP Newsletter December 2012. In the newsletter below we offer you an overview of ENWHP's network activities and some of the activities of our National Contact Offices.

Please contact us with any and all of your questions at: enwhp@prevent.be

The ENWHP Secretariat



News from ENWHP

Outlook 2013 – by Prof. Dr. Karl Kuhn (Chairperson ENWHP)

The working world in Europe is marked by various inconsistencies, which call the present shape of occupational safety and health into question:

- Pension policies raise the age of retirement up to at least 65 years of age or more. But only a small minority works until the normal age of retirement (e.g. the average age for early retirement in Germany is 55).
- Job strains have intensified to such an extent that working in one profession for the duration of working life is a thing of the past; changes are often necessary for health reasons. Nevertheless, demographic trends have seen a rise in the average age of the working population, bringing a further increase to the health requirements and problems for these employees.
- This is reflected in the increasing costs of health care; a national or European strategy to combat work related illnesses does not exist.
- Small company structures are increasing, but overall systems offering effective health care are lacking.

The OSH systems in Europe are built on the principle of prevention. Most of these systems have been adapted to follow the EU framework guidelines. It remains unclear however to what degree these changes are sufficient to deal with the changing world of work.

The changing world of work leads to new OSH implications. One important implication is the need for co-operation with other fields of policy.

- Health policy. In the field of chronic diseases there is a need to link the public health policies with the existing prevention systems of safety and health. At European level occupational health is seen as part of public health; the consequences are not discussed among the OSH professionals, but they should be.
- Employment policies. The future patchwork biographies of workers have to be linked with corporate prevention policies; because of the ageing workforce, the work ability becomes an important issue next to all policies on employability. The whole rehabilitation system must have links to the employability policies on enterprise level.
- Education. Qualification will become the most important resource for all workers in a twofold way.

for lifelong coping with stress and strain, and for gainful lifelong employment.

➤ Environment. The interfaces to emission are apparent.

The need for co-operation is evident, but selling our prevention policies under the label of OSH is sometimes difficult. For this reason, we have to discuss ways in which we can successfully contribute to other fields. WHP (Workplace Health Promotion) is a concept that takes into account other fields of policy. The strategic shape of ENWHP is open for new partners in these other fields of policy. I am convinced that ENWHP can constructively fill the gaps in the field of prevention.

EU-OSHA announces ENWHP guide to good practice on workers with chronic illness

The European Agency for Safety and Health at Work (EU-OSHA) mentions '[Promoting healthy work for workers with chronic illnesses. A guide to good practice](#)' on their website and in their December 2012 Newsletter (OSHmail 126). The guide was created by the partners involved in the 9th ENWHP initiative called 'PHWork'. The guide to good practice is addressed to employers and managers, and proposes a step-by-step approach on how to support employees with a chronic illness who still have a valuable contribution to make to the European workforce.

ENWHP round table on 'WHP certification'

On the 20th of December 2012 a round table regarding 'Workplace Health Promotion (WHP) certification' took place at [ANACT](#) in Lyon (France). ANACT is the French Agency for the Improvement of Working Conditions and ENWHP NCO for France. Some of the ENWHP members who are already involved in a certification process at national level, attended the round table and compared the benefits and limits of their different procedures. The aim of the workshop was to reflect on the development of a benchmark of different procedures for certifications or awards on WHP.

News from the National Contact Offices

BKK presents 6th Company Health Award of Move Europe: Exemplary models from all industries and business types

An increasing number of companies across all industries and of all sizes are starting to integrate Workplace Health Management into their policies. This is confirmed when looking at this year's award winners of the [German Corporate Health Award](#), presented by BKK (the Federal Association of Company Health Insurance Funds), which was awarded for the 6th time as part of the event 'Competitive Advantage Health'. All the award winning companies have developed solid concepts for Workplace Health Management. Special prizes were given to exemplary solutions for the promotion of mental health, being fit for the future, family oriented personnel policies and – in the light of the current ENWHP initiative on chronically ill employees – company (re-)integration management.



The jury appointed by BKK-Bundesverband not only welcomed the fact that the scope and quality of the concepts presented (and lived) by the participants had improved further, but also that more than half of the participants were competing for the German Corporate Award for the first time. The perception among employers that the diverse consequences of the demographic change can only be dealt with constructively by implementing working conditions and processes that have been developed with health concerns in mind, is gaining ground. The examples of good practice by this year's award winning companies prove that it is no longer a mere theoretical approach.

WHP activities by the Nofer Institute of Occupational Medicine (Poland)

The [National Centre for Workplace Health Promotion](#) (NCWHP), hosted by the Nofer Institute of Occupational Medicine (NIOM), is a scientific and implementation institute in Poland, which carries out research and analysis on workplace health promotion in the country and puts these data into practice in enterprises. Since 2001, NCWHP has functioned as the NCO for ENWHP in Poland.

The Institute is involved in the implementation of a number of international projects addressing substance misuse: '[Maximising performance employees to minimising the impact of substances in the workplace](#)' and '[European Workplace and Alcohol](#)', or mental health promotion among both workers and young people: '[Mental Health Promotion Handbooks](#)'. In addition, the Institute implements a nationwide project under the Swiss-Polish Cooperation Programme, entitled '[Prophylactic Programme for the Prevention of Addiction to Alcohol, Tobacco and other Psychoactive Substances](#)' directed to women at the reproductive age. NCWHP also carries out a project on the use of the Internet in health education and health promotion activities at the workplace: 'New media in workers' health promotion'.

Austrian award for good practice on chronically ill workers

The [Austrian Network for Workplace Health Promotion](#) (ÖNBGF) has compiled and allocated a special prize category for good practices regarding chronically ill workers, when it comes to the awarding of the quality seal. 'Model Projects with Focus on Chronic Diseases' will become a regular award category of the Austrian Workplace Health Promotion Award. This category was lobbied for and created by the [Oberösterreichische Gebietskrankenkasse](#) (OÖGKK), who are involved in the 9th initiative by ENWHP called 'PHWork – Promoting healthy work for people with chronic illness'.

During the awarding procedure four models and a dignified award recipient were found. The award went to Styrian Savings Bank (Steiermärkische Sparkasse) on the 28th of November 2012. The four models of good practice selected in Austria are Brewery Union (Brau Union), Tax and Toll Coordination Central Region (Steuer- und Zollkoordination Region Mitte), BKS Bank and the Upper Austrian Sickness Fund (Oberösterreichische Gebietskrankenkasse).

The participation and involvement of workers and workers' representatives for safety at work in the Italian credit sector

In psychosocial risk prevention and/or management, the active participation of workers and workers' safety representatives plays a relevant part in the improvement of occupational health. A study from 2006 on the [The role of the safety representative in Italy](#) by the Italian Institute for Work concluded that the prevention policy and the quality of health and safety management at work are more effective when participation is encouraged and supported. With this topic in mind, the Italian National Contact Office for ENWHP – [INAIL](#) (Italian Workers' Compensation Authority) took a closer look at the Italian credit sector by studying the level of participation of workers and safety representatives in the health and safety management of the banking sector. The research study focused in particular on issues related to well-being, organizational processes and workers' organizational interface.

For more information, results and references, please contact f.lentisco@inail.it



c/o Prevent - Rue Gachardstraat 88 - 1050 Brussels - Belgium
Tel +32 2 6434444 - Fax +32 2 6434440 - enwhp@prevent.be
www.enwhp.org



Funded by
the Health Programme
of the European Union

©2013 Prevent vzw | rue Gachardstraat 88/4 - 1050 Brussels

Powered by [Mad Mimi](#) ©