

## ENWHP NEWSLETTER - JUNE 2022



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### **We are of one mind**

Everyday practices in the workplace support wellbeing. The Mental Health Support Toolkit provides workplaces and occupational healthcare with easy-to-use tools for supporting mental health.



### **The Finnish Mental Health Support Toolkit offers workplaces ways to support mental health**

**Everyday practices in the workplace support wellbeing. The Mental Health Support Toolkit provides workplaces and occupational healthcare with easy-to-use tools for supporting mental health.**

The nine tools for supporting mental health were published in Finnish in September 2021 and many of them are now available in English. The purpose of the Mental Health Support Toolkit is to ensure that there are sufficient means and methods for supporting mental health in work life. The tools are designed to support mental health, especially when it is possible to find preventive solutions in organizations. The tools can be used free of charge.

#### **The toolkit includes functional tools and online training:**

- Recovery Calculator helps to ensure that operational models of the workplace promote recovery.
- Supporting mental health at work -material provides supervisors with competence and confidence for building a work community that promotes mental health.
- The Resilience Test provides a snapshot on the organizational resilience of the work community.
- Substance Abuse Programme Tool can be used to draw up a modern substance abuse programme that suits your organization.
- Online Course on Job Modification will be published later this year.

The Mental Health Support Toolkit was developed by Finnish Institute of Occupational Health as part of Mental Health at Work Programme launched in Finland by the Ministry of Social Affairs and Health.

[Toolkit in English](#)



**Does workplace health**



**A Guide to health**

## legislation work? The case of psychosocial risks

There is an ongoing debate in many countries concerning the efficacy of workplace OSH legislation. It is common to hear complaints about there being too much emphasis on health and safety regulations, but there is little doubt that their implementation has led to massive improvements in terms of injuries, occupational disease and deaths over many years.

However, the situation is less clear with regard to non-traditional workplace risks. A recent study attempts to clarify the effect of legislation in Europe across the EU Member States and Candidate countries. The approach taken by Jain and colleagues was to classify countries with more or less specific legislation on psychosocial risks and/or work-related stress and then to compare these on two representative European data sets – the 2014 employer European Survey of Enterprises on New and Emerging Risks and the 2015 employee European Working Conditions Survey.

A clear pattern emerged, with countries with more specific legislation having higher levels of enterprises with a work-related stress action plan. Furthermore, these plans were associated with providing more job resources (not with reducing job demands) and with less stress. Though these findings are clear, they may also indicate a concern that current organisational interventions focus more on the individual than on altering work organisation and job design.

[Full study](#)

## Update healthy workplaces in Ireland

Following on from the launch of the Healthy Workplace Framework in December 2021, Healthy Ireland engaged Grant Thornton to conduct an Options Appraisal to inform the implementation of the Framework. This involved in-depth research, one-to-one interviews with key stakeholders, international benchmarking, and costings for different models. The findings were presented to the National Healthy Workplace Implementation Group and will be considered in the context of the implementation plan.

More recently Healthy Ireland hosted a Workplace Seminar on Monday 23rd May in the Department of Health which was attended by over 70 delegates representing both public and private sectors. The Health Research Board presented the findings from the evidence review on “Promoting workplace health and well-being through culture change” (link to report below).

The review concluded that health and wellbeing outcomes across a wide range of workplace interventions are mediated by workplace culture change. Two public sector organisations presented case studies on their journey to promote staff wellbeing which earned them both a national award in 2022. The event concluded with an opportunity to network which was supported by the National Office for Suicide Prevention, Men’s Health Forum, and the National University of Ireland Galway who offer a Post Graduate Course on Workplace Wellbeing. The opportunity to network and share good practice is valued by all workplace champions and this will continue to be a core element of our implementation process.

## promoting home offices from Austria

The Covid pandemic has seen a major increase in homeworking, posing health and safety challenges to both employer and employee. The increasing body of research available on this issue indicates both positive and negative impacts on the health wellbeing of workers. While the precise balance of responsibilities for health and safety issues between worker and employer is still being worked out in many countries, there is still a lot that can be done to promote health and wellbeing using a Workplace Health Promotion approach.

The Austrian Health Promotion Fund and the FH JOANNEUM - University of Applied Sciences have recently published a [practice-oriented guide](#) on the health-promoting organisation of the home office. This guide (available on German) addresses this emergent setting for HP. It aims to build capacity in companies to address the issue, and to support the main decision makers in companies with the knowledge and skills needed. It also contains many tips and guidance for practical actions and has an easy-to-use self-assessment reflection tool for companies.

[Know more](#)



## Research reports

You can suggest research summaries (robust and recent findings and no more than 300 words) to the ENWHP team. Send it to [info@enwhp.net](mailto:info@enwhp.net)

[See all reports](#)

# Don't miss them



### Upcoming OSH and WHP [events](#)

Karl Kuhn and Cordia Chu. Chapter 9 "Health-Promoting Workplaces" in Sami Kokko, Michelle Baybutt. [Handbook of settings-based health promotion](#). Springer Edition No: 1,2022. XXIV, 289 (See chapter description)

Nicholson PJ. [Occupational health: the value proposition](#). London. Society of Occupational Medicine. 2022

European Monitoring Centre for Drugs and Drug Addiction (2022), [European Drug Report 2022: Trends and Developments](#), Publications Office of the European Union, Luxembourg

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