

Vitaal werken aan gezondheid

Passie voor zorg

Vital working on Health Care Waterland Hospital Netherlands

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Staff Advisor Safety & Vitality

27 april 2009 Ponguis 1

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Outline of presentation

- Introduction of Waterland Hospital
- Background and short history of Waterland Hospital Vitality programme
- Philosophy and Model of Waterland Hospital vitality program
- Activities and results
- Questions?


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Waterland Hospital Purmerend

- Total of 351 bed
- 13.185 hospitalizations a year
- 102.047 poly clinical visits a year
- 1212 employees on the pay roll
- Two locations: Purmerend and Volendam



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History Health management Waterland Hospital

➤ Projects:

- “Healthy working in Health Care”
- “Enterprising working in Health Care”
- “Integrated Health Care Management” (IGM)
- “Vital working in Health Care”



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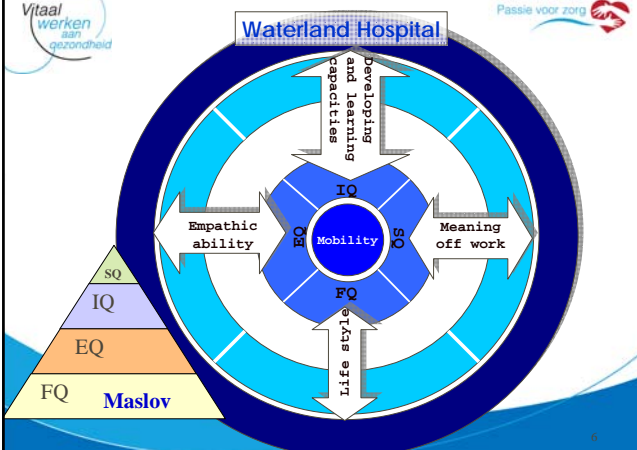
Fundamental principles

- What we promise to our customers on the outside (patients and relations) must be made possible by investments on our employees on the inside.
- Patients ↔ employees
- Health management goals wich are attached to the Strategic Goals of the hospital

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The diagram illustrates the Waterland Hospital vitality model. At the center is a blue circle labeled 'Mobility'. Surrounding it are four quadrants: 'Empathic ability' (top-left), 'Meaning off work' (top-right), 'Life style' (bottom-left), and 'Life style' (bottom-right). The quadrants are connected by arrows forming a circular flow. Above the central circle are the letters 'IQ', 'EQ', and 'FQ'. Below the central circle is a pyramid with four levels labeled 'SQ', 'IQ', 'EQ', and 'FQ', with 'Maslov' written at the base. The entire model is enclosed in a large blue circle labeled 'Waterland Hospital' at the top. The text 'serijsprekend, duurzame, bereikbaar' is written vertically on the left side of the circle.

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Phases in occupational Health

Illness	Prevention	Health	Vitality
Patient	Risk group	To population	Out of population
Sick leave	Prevention of illness	Health management	Health, pleasure and happiness
Re active	Active	Pro-active	Future perspective
Extern protocols	Sick leave policy	Health policy management contracts	Strategic goals

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Instruments on lifestyle

- “BRAVO” issues
- Keep on Moving
- Prevention and intervention network
- Inventories on work related risk
- Absence by sickness policy
- Safety and risk management

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Keep on Moving

1. Weekly program of sport activities in groups
2. Ongoing sport activities
3. One day events
4. Sport clinics

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Weekly sport program

- 4 à 5 groups a week
- For employees by employees
- Easy to join
- In private time
- On your own level
- Fit and health checks

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Programme Organization

- Project group
- Service Level Agreement
- Participation of employee's club
- Ambassadors and enthusiastic employees
- Flexibility and keep listening to employees needs
- Mixture of what is sport about!
 1. Endurance
 2. Creativity
 3. Team player
 4. Feeling for the bal (organisation)
 5. Pleasure in sport and organising sport events

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Vitality week

- Large scale intervention
- On the first 3 domain, lifestyle, empathic ability and developing/learning
- Workshops, activities, healthy food etc.



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Goal of the vitality weeks

- Information about the vitality program
- "what's in it for me"
- Awareness
- Let employees take their responsibility



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Results so far

- Participation
- Reduce sickness leave
- Productivity
- Employee satisfaction (Great place to work)
- Social Cohesion
- Conviction that we only can work with passion on our patients/clients if we also work on our own vitality

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Questions?

Thank you for your attention

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