

PH Work :

Promoting healthy work for people with a chronic illness (2011-2013)



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Nettie Van der Auwera



prevent:
foundation

ENWHP



European Network for Workplace Health Promotion

- **informal network** of national occupational health and safety institutes, public health, health promotion and statutory social insurance institutions - since 1996
- **mission = healthy employees in healthy organisations**
- **activities** = joint initiatives, awareness-raising, creating good practice criteria concerning WHP, producing guidelines for employers and stakeholders, European campaigns, policy recommendations etc.

www.enwhp.org

enwhp@prevent.be

Twitter @ENWHP

Move Europe



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- **Move Europe I** (2007-2009)
Healthy lifestyles in the working environment.
- **Move Europe II** (2009-2010)
Work in tune with life.
- **Move Europe III** (2011-2013)
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Official title Move Europe III:

Promoting Healthy Work for Employees with Chronic Illness –
Public Health and Work (PH Work)

EU-funded project



EU 2020 Strategy

“... in order for Europe to lead as a knowledge-based, inclusive society with a high level of social progress, empowering people and retaining and re-integrating people at work in case of ill health as much as possible will become all the more crucial.”



Co-funded by
the Health Programme
of the European Union

Project partners



- **Main partner / coordinator** = Prevent-Foundation (BE)

- **Associated partners**

TNO (NL), ANACT (FR), Romtens Foundation (RO)

BKK – Team Gesundheit (DE), Work Research Centre (IE)

University Medical Centre Ljubljana (SI), NHS Health Scotland (UK)

Oberösterreichische Gebietskrankenkasse (AT)

Department of Labour Inspection (CY), National Institute for Health

Development, (HU), Danish Healthy Cities Network (DK)

Finnish Institute of Occupational Health (FI)

National Institute of Occupational Health (NO)

Nofer Institute of Occupational Medicine (PL)

Institute of Social and Preventive Medicine (GR)

Institute of Normal and Pathological Physiology (SK)

Objectives



- **Main objective** = to promote healthy work for those suffering the consequences of a chronic illness, by enabling job retention or supporting return-to-work
- **Specific objectives**
 - Identify good practice strategies and interventions with regard to job retention, early intervention and return-to-work (RTW)
 - Provide guidance to companies / employers
 - Establish cross-border knowledge transfer between experts and stakeholders
 - Make recommendations for stakeholders on strategies for WHP targeted to job retention / RTW
 - Raise awareness on the topic

Process & outputs



Background paper on working with a chronic condition

Research report on national return-to-work (RTW) policies

Selection of 34 Models of Good Practice (MOGP)



Guide to good practice (guidelines) for employers

Recommendations for national and European policy



employees



society



employers

Background paper



“The challenge of the sustainable employability of workers with chronic illnesses (2011)”

Content

- New opportunities for chronically ill workers?
- Sustainable employability and chronic illness
- Background info for project partners
- Definitions and concepts



National RTW policies



“Report on national **R**eturn **T**o **W**ork policies (2011)”

= result of research on existing national policies and measures,
based on survey of national correspondents

- Qualitative surveys, followed by an analysis of national policy context
- Conclusions



National RTW policies



Conclusions

- Importance of RTW? Differences in emphasis at policy level
- Role of public health services of relatively low importance
- Few countries have a legal definition of “chronic illness”
- Generally low company level interest in job retention and RTW
- Wide range of stakeholder involvement

Job retention and RTW are becoming a more important issue in many countries, but most countries focus on a limited range of measures (not comprehensive).

Good practices



Models Of Good Practice (MOGP)

- 34 good practices from 16 countries, wide variety of sectors
- Short descriptions available on website:
<http://www.enwhp.org/enwhp-initiatives/9th-initiative-ph-work/models-of-good-practice.html>
- Companies / organisations that provide suitable and productive jobs for people with chronic illnesses and disabilities, in cooperation with service providers and other stakeholders.



Good practices



Success factors based on analysis

- Integrated approach: close cooperation, coordination and communication with internal and external stakeholders
- Embedding RTW strategies in the overall company strategy
- Keep in contact regularly with employees on sick leave
- Focus on capacities instead of medical diagnoses / limitations.
- Start an activity / policy from a “can do” approach
- Create an activating role for the people involved
- Be aware of taboos and prejudices
- Look for a win-win approach
- Combine with general health interventions and campaigns
- Flexibility in working hours (if possible)

Guide to good practice



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**Promoting
healthy work for
workers with
chronic illness:
A guide to good
practice**

European Network for Workplace Health Promotion (ENWHP)



ENWHP www.enwhp.org

“Promoting healthy work
for workers with chronic illness:
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Guide to good practice



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European guidelines targeted to EMPLOYERS

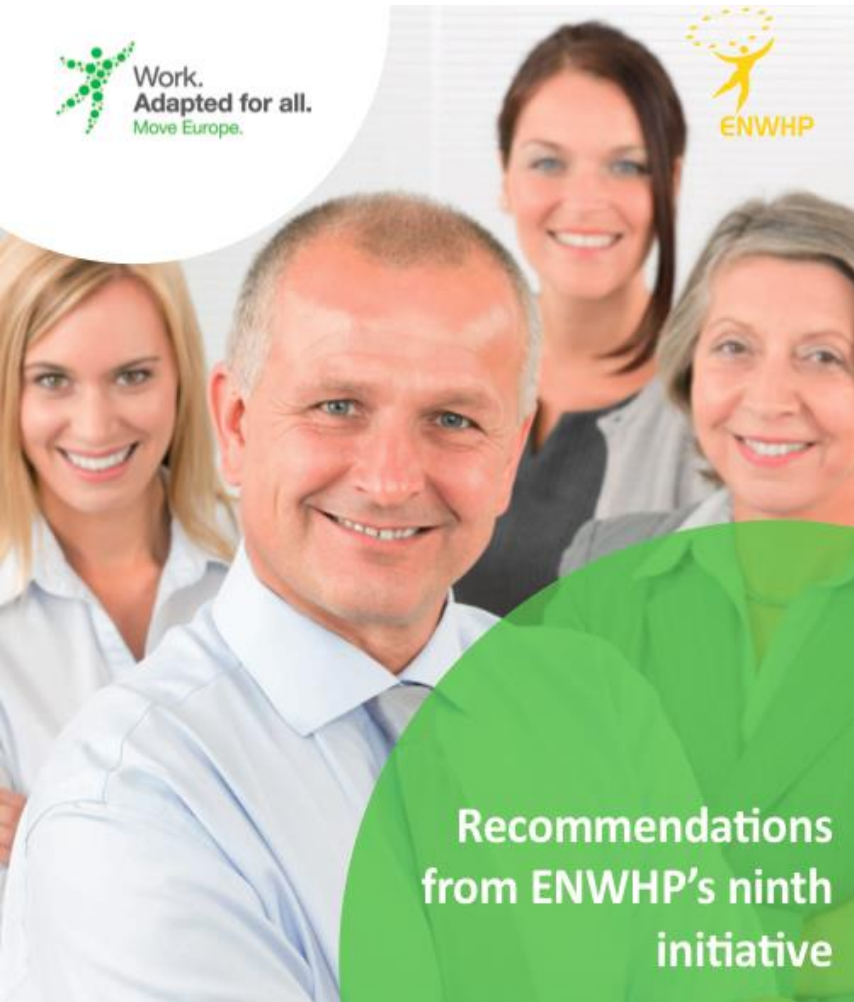
- **Basic info** on workplace health promotion, chronic illness and return-to-work, why should employers care?
- **Six-step action plan** – crucial steps to be taken when an employee suffers from a chronic illness
- **Checklist on manager support** – tool listing desirable conduct of employers and managers towards employees with a chronic illness

Guidelines - for employers -



- Promote trusting communication and sincerity
- Assess the needs of the affected person
- Create an individual return-to-work plan embedded in integrated Disability Management Programmes
- Improve co-ordination and co-operation
- Identify and define the role of each party
- Ensure transparency
- Ensure continuity and sustainability of services
- Monitor the programmes
- Evaluate the programmes

Recommendations



“Recommendations from
ENWHP’s ninth initiative”



Recommendations



1. Focus on the prevention of chronic diseases in the workplace
2. Detect chronic diseases at an early stage
3. The perspective should move from reduced performance to remaining working ability
4. Address discrimination against persons with chronic diseases
5. Raise the importance and priority of return-to-work on the policy agenda

Recommendations



6. Work must reward
7. Systematic cooperation of all relevant players and stakeholders
8. Raise Health Literacy and Empowerment
9. Fill the gap in existing knowledge, and extend and maintain evidence and experience based interventions

Recommendations for POLICY MAKERS

Conclusions



Growing body of knowledge on evidence-based interventions and best practices, as well as positive return on investment...

BUT still much room for improvement through institutional reform and in everyday practice!

FURTHER NEED to establish the link between public health and the private sector, to re-orient public health services towards maintenance of employment of patients, AND to strengthen the general case for investing in workplace health!

PH Work



More?

www.enwhp.org/enwhp-initiatives/9th-initiative-ph-work.html

www.workadaptedforall.eu

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