



Newsletter from the European Network for Workplace Health Promotion

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ENWHP Newsletter - Special Edition PHWork

In order to increase public awareness about the importance of retaining and encouraging return to work of chronically ill employees, a new Europe-wide ENWHP initiative was launched in 2011. The 9th initiative by the European Network for Workplace Health promotion (ENWHP) and its campaign '[Work. Adapted for all. Move Europe.](#)', is co-funded by the European Commission under the Public Health Programme (2008-2013). The ENWHP Secretariat coordinating this initiative is hosted by Prevent, Institute for Occupational Safety and Health, located in Brussels.

The objective is 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 (RTW). ENWHP will work towards introducing effective workplace health practices, by creating a favourable culture and by providing guidance and a number of tools to employers, to help make a difference for employees with a chronic illness.

The first phase of the PHWork project – the collection of data on existing sustainable work strategies, policies and good practices with regard to workers with chronic conditions – was completed. That information constructed the basis for a set of guidelines for comprehensive Workplace Health Promotion (WHP) strategies and interventions on the retention/return to work of chronically ill workers: '[Promoting healthy work for workers with chronic illness: A guide to good practice](#)', which is now available on our website.

The second phase of the PHWork project consists of a campaign disseminating this guide and the recommendation paper across Europe (at national and EU level) – in order to enhance the sustainable employability of employees with a chronic condition, so that they can remain a valuable part of the workforce!

Information on some of the national PHWork campaigns is included in this newsletter. For more information on ENWHP initiatives, consult <http://www.enwhp.org/enwhp-initiatives/>



PHWork at EU level

A guide to good practice

Since chronic illnesses exist in a wide variety and their impact is highly individualized, there is no such thing as a one-size-fits-all-approach. Nevertheless, a range of practical solutions regarding job retention and return to work can be developed. 'Promoting healthy work for workers with chronic illness', the good practice guide of the PHWork initiative, 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. A campaign targeting European companies will disseminate the good practice guide, in order to convince companies to incorporate the guidelines into their overall health and human resources management strategies. [Good practice guide \(in English\)](#)

Closing conference PHWork – Save the date!

On 22-23 October 2013, the project 'Promoting Healthy Work for Employees with Chronic Illness – Public Health and Work (PHWork)' will be concluded with a large conference in Brussels. The aims of this conference are to raise further awareness about the impact of chronic diseases on the labour market and the social security and to exchange and improve knowledge and cooperation of all stakeholders about the possibilities to retain workers with a chronic disease, or facilitate their return to work. The conference will reunite stakeholders from public health and workplace health organisations, representatives from major public health and workplace health EU policy stakeholders. Workplace health strategies, as well as good practices and recommendations on job retention, early intervention or return to work will be presented to the public.

PH Work national campaigns

Working with a chronic illness in France

On Thursday 13 December 2012, ANACT organised a national dissemination event for the PHWork project in Paris (France), called '[Travailler avec une maladie chronique](#)' (Working with a chronic illness). About 80 French companies, health care providers, occupational physicians and patient organizations attended the symposium.



Austrian award for good practice on chronically ill workers

The [Austrian Network for Workplace Health Promotion](#) (ÖNBGF) has compiled and allocated a special price 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), ENWHP's NCO for Austria. OÖGKK currently also holds the position of chair in the Austrian Network for Workplace Health Promotion.

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 Greek PHWork Campaign

The Institute of Social and Preventive Medicine (ISPM) is in charge of implementing the PHWork campaign in Greece. ISPM receives support from the Center of Occupational Health and Safety (General Directorate of Working Conditions & Health, Greek Ministry of Labour, Social Security & Welfare), which is the Greek NCO for ENWHP. The webpages on the national campaign contain relevant resources and are hosted under the umbrella of www.neahygeia.gr, which is a well-known portal for health promotion and public health in Greece, accessed by professionals, policy makers and the public.

ISPM is disseminating information concerning the campaign and the good practice guide through electronic communication and oral presentations at related national and local events to health professionals from various sectors (health promotion, public health, occupational health, etc), enterprises, patient associations and insurance companies. In addition, ISPM invites enterprises and organizations to contact the Institute and present their programs and activities on the retention and return-to-work of chronically ill employees.

For more information, contact info@ispm.gr



BKK presents 6th German 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 – corporate (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.

For more information on the German PHWork campaign, check out www.move-europe.de

PHWork in Poland

The National Centre for Workplace Health Promotion (NCWHP), hosted by the Nofer Institute of Occupational Medicine (NIOM), takes part in various scientific and implementation projects, including 'PHWork: Promoting Healthy Work for People with Chronic Illness'. The first step that the Polish NCO has undertaken was developing a webpage on promocjazdrowiawpracy.pl. The good practice guide was translated into the Polish language and adapted to the national context, taking into consideration the Polish National Healthcare System, labour law as well as the functioning of occupational

medicine within organisations. On the 4th and 5th of December 2013, NCWHP organised a national conference for Regional Centres for Occupational Medicine as a national dissemination event.

In order to make employers understand the importance of workplace health practices in retaining chronically ill employees at work, and to recommend stakeholders on strategies for workplace health promotion, NCWHP will develop a national database of organisations. All of the companies will receive the set of guidelines and recommendations developed throughout the PHWork project. In order to achieve this goal, NCWHP will buy access to a Polish companies' database offering 270.000 e-mail addresses of healthcare providers and intermediaries, hospitals and enterprises nationwide, which most of them are workplaces with more than 50 employees. In addition to that, consultations (telephone, e-mail and face-to-face) will be offered by the Polish NCO team in order to support the target group for the dissemination of the campaign.



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