



Work.
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Workplace health practices for employees with chronic illness



Co-funded by
the Health Programme
of the European Union

**Interactive workshop on job retention and
return-to-work of employees with chronic illness**
Sunday, 24 August 2014 - Frankfurt

Organisers

prevent:



Side event of



XX World Congress
on Safety and Health at Work 2014
www.safety2014germany.com

PH Work :

**guide to good practice
& recommendations**

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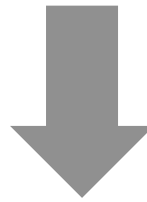


prevent:
foundation

Instruments



Research report on national return-to-work policies
Selection of Models of Good Practice (MOGP)



Guide to good practice (guidelines)
&
Recommendations for national and European policy

Guide to good practice



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



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

European Network for Workplace Health Promotion (ENWHP)

Guide to good practice



- Guidelines to set up comprehensive workplace health strategies and interventions.
- Target group: everyone, but specifically – employers
- Type of guide: European
- Content:
 - Basic info
 - Six-step action plan
 - Checklist on manager support

Guide to good practice



- **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

A six-step action plan



1. Identify who needs help
2. Get in touch
3. Initial meeting
4. Case review
5. “Get back to work” programme
6. Keep the plan under review

Checklist



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Manager support for return to work: a check list



Employee's name: _____

Managers name: _____ Date of first absence: _____

Competency	Sub-competency	Do (✓) Don't (✗)	Examples of manager behaviour	Date	Comments
During the employee's absence, the manager...					
While the employee is off		✓	regularly communicates with the individual via telephone or email		
			regularly communicates work issues with the individual to keep them in the loop		
			focuses conversations more on the individual's wellbeing		
			is in touch with the individual's close colleagues with regards to their health		
			encourages work colleagues and other members of the organisation to keep in touch with the individual		
			relays positive messages through family or friends		
			makes it clear that the individual should not rush back to work		
			makes it clear that the company will support the individual during their absence		
			reassures the individual that their job will be there for them when they return		
			prevents the individual from pushing him/herself too much to return to work		
Once the employee has returned to work, the manager...					
			gives the individual lighter duties/different jobs during their initial return to work		
			incorporates a phased return to work for the individual		

Recommendations - for employers -



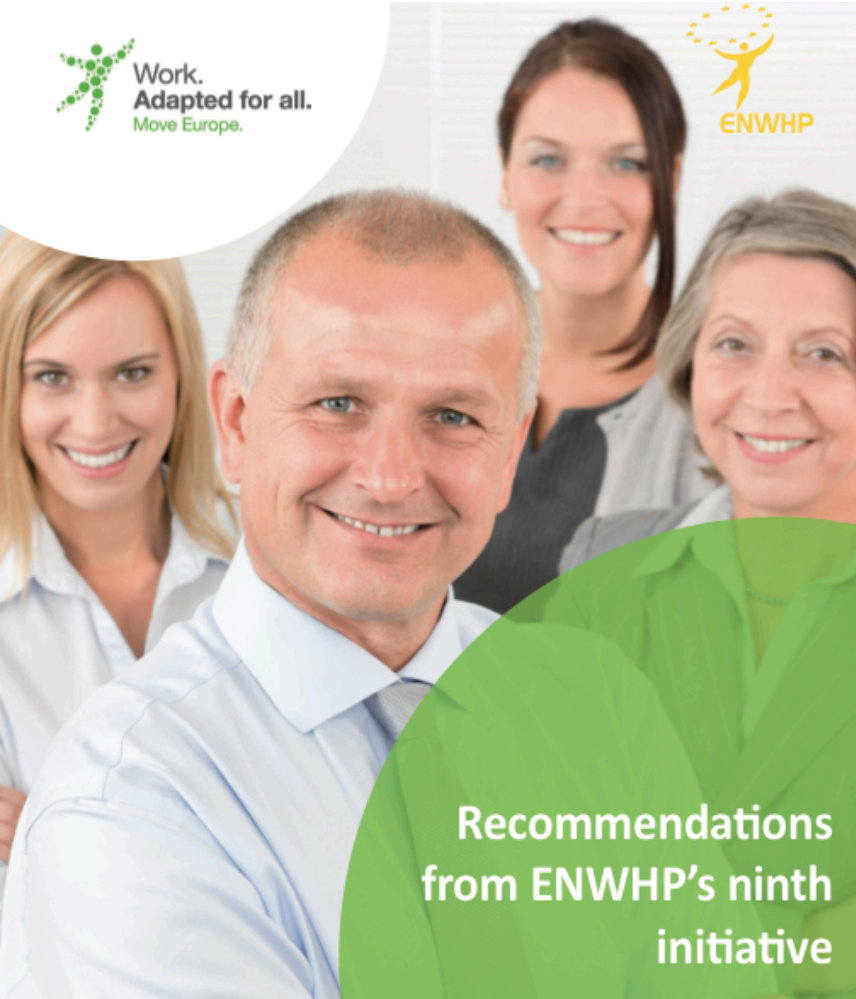
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- Promote trusting communication and sincerity
- Assess the needs of the affected person
- Create an individual return-to-work plan embedded in integrated Disability Management Programmes
- Improve co-ordination and co-operation
- Identify and define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

Recommendations



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Recommendations
from ENWHP's ninth
initiative

“Recommendations from
ENWHP's ninth initiative”



Recommendations



- on strategies for workplace health promotion targeted to job retention / return-to-work for employees with chronic illness.
- Target group: stakeholders at national and European level
- Type: policy recommendations
- Format:
 - Recommendation paper
 - Leaflet listing the recommendations

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

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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

PH Work



More?

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

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