



## Work in tune with life

### Template Model of Good Practice 1

Work in tune with life **contact person (NCO):**

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### A. Identification and Motivation

**General information** about the MOGP company:

Name of organization	Keski-Suomen sairaanhoitopiiri / Central Finland Health Care District
Address	Keskussairaalantie 19
City	40260 Jyväskylä
Country	Finland
Contact person (name/function)	Maria Hallman-Keiskoski / Director of Nursing, Licentiate in Health Sciences
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Telephone number(s)	+35844 702 1421
Website	www.ksshp.fi
Sector	Terveystenhoito ja sosiaalipalvelut Social and Health Care
Number of employees	3000

(When the company does not want to provide this information a reference to the NCO will be made, which will support the connection to the company if necessary)

**Motivation (max. 100 words)**

Why has this company been selected as MOGP?

What is special for this MOGP?

How many points the company scores on the on line assessment tool?

Max. 100 words:

There is an big organisation with 3000 employees. It has started to develop innovatively well-being at work and looking for joy and positiveness to the work. The actions have been organized that everyone has the possibility to participate, also the board is participating. "The joy of life" - weeks is an innovative agenda supporting workplace mental health promotion. The agenda combine science and art innovatively and provide platform for cross-border initiatives. The innovative actions have broad joy not only to the personnel but also to the clients of and their families. The organisation got 70 points on the on line assessment tool.

**B. Policy and Culture (max. 300 words)**

Please explain how the **health policy** in the company is organized.

Clarify the approach and the reason why a health policy/initiative was initiated.

Indicate how **mental health is integrated/linked** to this general health policy: Conditions fulfilled concerning the integration; mental health part of mission statement; mental health incorporated in organizations' strategies; systems and processes; specific targets on mental health promotion; comprehensive approach of Workplace mental health promotion (WMHP); management involvement.

Max. 300 words:

Actions of well-being at work are well organized. They have "Quality of working life"-group which coordinate the actions of well-being at work. The group consists of people from management, HR, employees, occupational healthcare, occupational safety and specialists from health promotion. The well-being at work programme is integrated to Finnish general health promotion policy. One part of this well-being at work programme is the programme of health promotion action. Main content of the programme is; non smoking workplace, healthy dining, encourage to physical activity, mental health promotion and harmful alcohol use prevention. In organization there is network who planning and organized health promotion actions. The network consists of persons from every unit or department. Participation is voluntary. The network has meetings and they plan and formulate ideas for resource-oriented action for the entire organization. Leader of this network belongs also to "Quality of working life"-group.

**C. Organisation and Structure (max. 200 words)**

**Who is in charge** of and/or involved in the organisation and support of the mental health promotion initiatives?

And are these persons acquainted with the mental health topic?: Specific work group; composition of the group; training on mental health; resources etc.

Max. 200 words:

They have "Quality of working life"-group which coordinate the actions of well-being at work. The group consists of people from management, HR, employees, occupational health, occupational safety and specialists from health promotion. This group is responsible of programme of well-being at work. One part of this programme of well-being at work is the programme of health promotion action and the network of health promotion. One topic of the programme is mental



health promotion in work communities. In the network they plan and organize different kinds of actions for example "Joy of life"-week and education for managers of resource-oriented work.

#### **D. Implementation and Strategy (max. 400 words)**

How does the company handles the planning of the initiatives concerning mental health promotion? Who is involved in the planning and implementation of these initiatives? Is the planning linked to a needs assessment? Please explain.

Please describe the initiatives and measures on mental health promotion that were taken in the company: what kind of workplace mental health activities were carried out?

- Promotion of mental health
- Prevention of mental health problems
- Dealing with (workers with) mental health problems at work
- (Re) integration of workers with mental health problems

Max. 400 words:

Organization have "Quality of working life"-group which coordinate the actions of well-being at work. In addition to this group they have the network of health promotion. Network consists of persons from every unit or department. Participation is voluntary. In the network they planning and organized health promotion actions.

This network has worked one year. Theirs first idea was "Joy of life" -week. First "Joy of life" -week was realized at November 2009. The week succeeded beyond all expectations and brought about very innovative and creative activities for the departments and units. Great attention and enthusiasm led to working communities of the challenge to tune "The joy of life" toilets. Working communities worked together theirs own work of art, named it and enclosed with the story to theirs "The joy of life" toilets. They created great work of art, they all were able to enjoy it and so did clients and their families too. The jury, which was also attended art experts from the art museum, evaluate the works and all eleven work of art were awarded certificates. Fun and this wild idea helped to pull down barriers and made them work on their own and very innovatively. This was one example what they did for promotion of mental health. This year they have two "Joy of life" weeks. In the future programme they will combine different kind of art to action of mental health promotion. For example work communities will prepare a book of happiness.

The "Joy of life" -weeks is becoming one part of work communities and entire organization action.



### **E. Evaluation and Lessons Learned (max. 300 words)**

Please describe how the mental health promotion initiatives are being evaluated in your organization. Who is involved in the evaluation and how are the results communicated?

- What are the results?
- What are the lessons learned from the mental health activities: success factors; barriers and ways to overcome

Max. 300 words:

Group of "Quality of working life" follow up and evaluate actions and well-being of the work communities yearly. The results are processed in the same group and then with the entire staff. End of this year they will get results from last year well-being questionnaire and statistics of absence and staff turnover for example.