



OREGON  
**TWH**  
ALLIANCE

# ***Total Worker Health*<sup>®</sup> 101: Basic Principles**

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# **Course Introduction, Participant introductions, Alliance Curriculum & Objectives**



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## Alliance Curriculum & Objectives

# Key objectives



Define *Total Worker Health*<sup>®</sup>(TWH) & key terms



Identify TWH 101 Core Principles



Identify the five defining elements of TWH



Illustrate how organizations can implement TWH



Develop “next steps” applicable to your organization

# *Total Worker Health*® 101: Core principles

- How we define TWH and key concepts.
- Leadership, employee engagement and culture all affect TWH.
- Health, safety and well-being outcomes intertwine and interact.
- TWH affects organizational value and costs.
- Effective TWH programs require evaluation, sustainability and continuous improvement and confidentiality.

# Part 1: Understanding TWH

# What is *Total Worker Health*?



# *Total Worker Health*

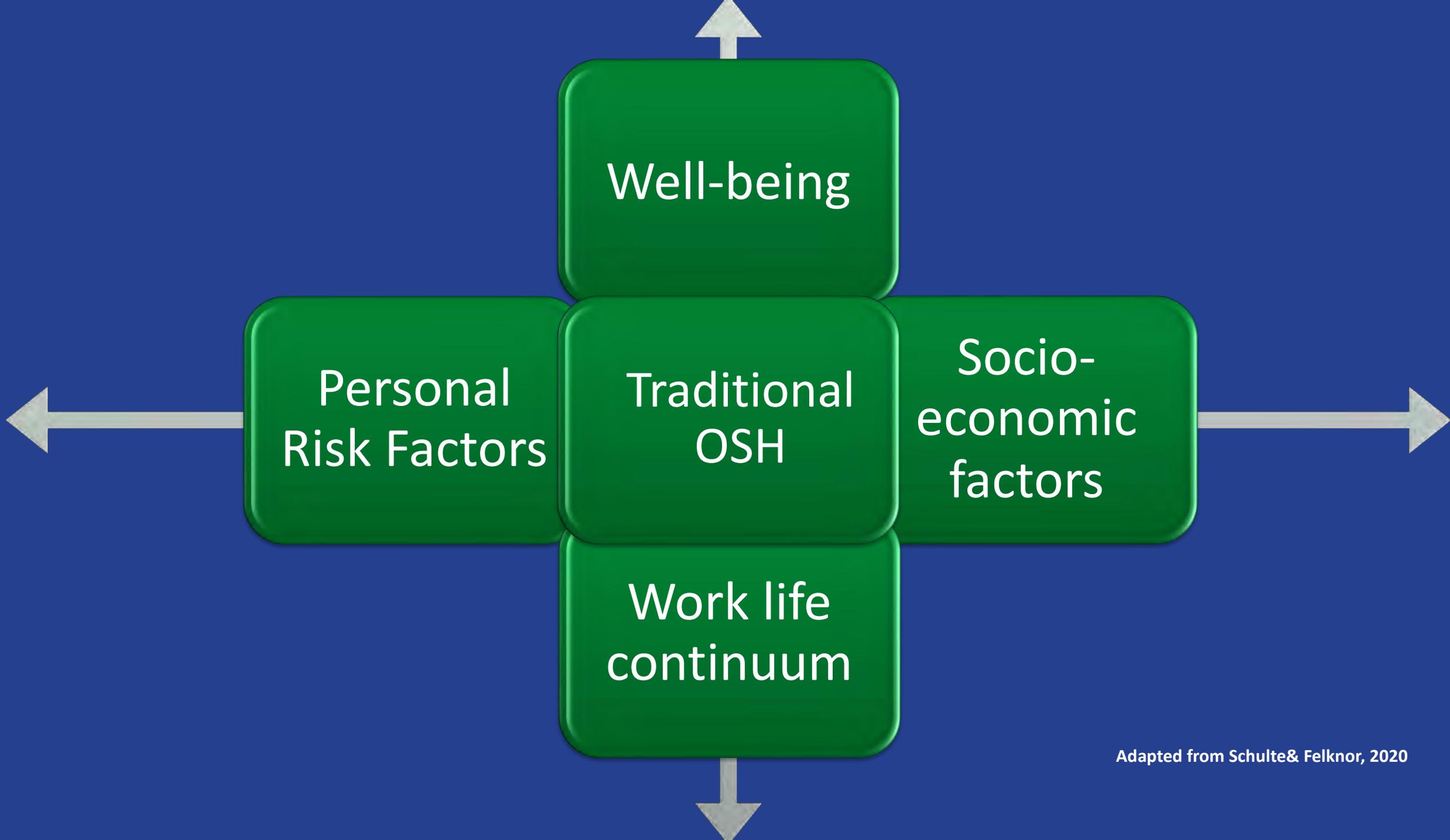


# What is *Total Worker Health*® ?

....policies, programs, and practices that

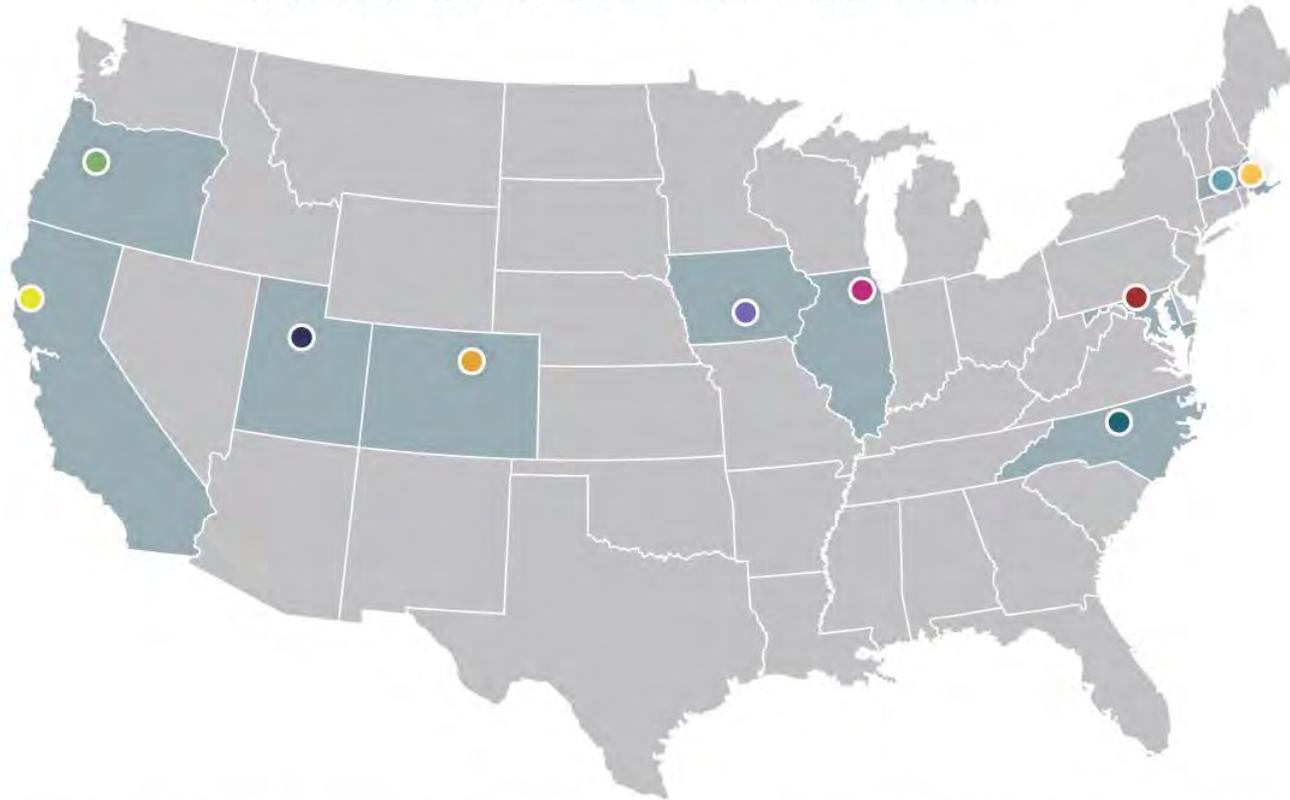
integrate protection from work-related safety & health hazards with promotion of injury and illness prevention efforts





Adapted from Schulte & Felknor, 2020

## Centers of Excellence for *Total Worker Health*<sup>®</sup>



● California Labor Laboratory (CALL Center)

● Carolina Center for *Total Worker Health*<sup>®</sup> and Well-being

● Center for Health, Work & Environment

● Center for the Promotion of Health in the New England Workplace (CPH-NEW)

● Healthier Workforce Center of the Midwest

● Johns Hopkins P.O.E. *Total Worker Health*<sup>®</sup> Center in Mental Health (POE Center)

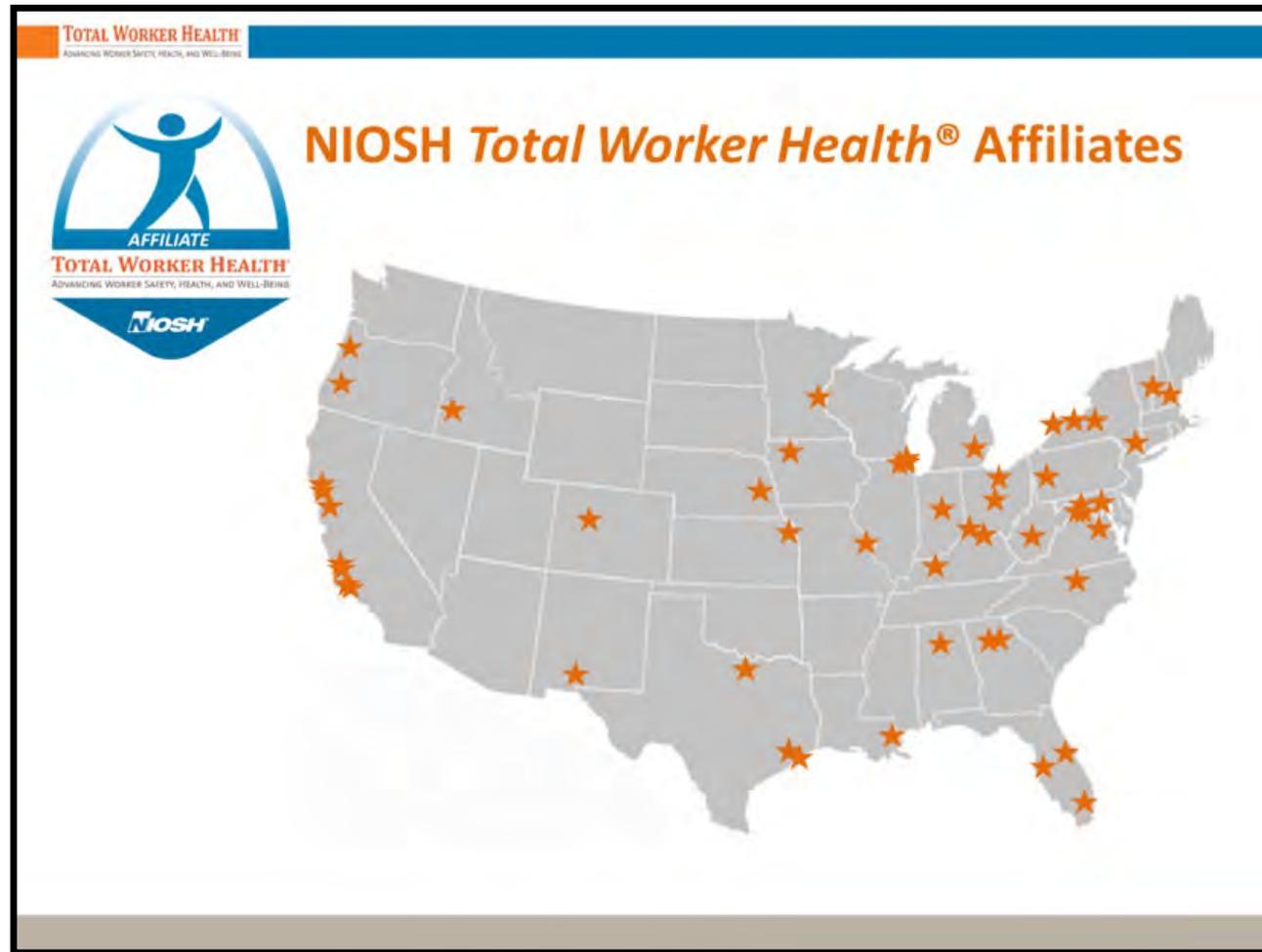
● Oregon Healthy Workforce Center (OHWC)

● The Harvard T.H. Chan School of Public Health Center for Work, Health & Well-being

● UIC Center for Healthy Work

● Utah Center for Promotion of Work Equity (U-POWER)

# NIOSH *Total Worker Health* network



**Other Affiliates:** AAOHN, ACOEM, ASSP, ACPM, AIHA, AOHP, NIH, NSC, SOHP



Why does work influence our health and well-being?

## Part 2: TWH Concepts

# Worker Well-being



# Measuring well-being





M<sub>3</sub>

E<sub>1</sub>

N<sub>1</sub>

T<sub>1</sub>

A<sub>1</sub>

L<sub>1</sub>

H<sub>4</sub>

E<sub>1</sub>

A<sub>1</sub>

L<sub>1</sub>

T<sub>1</sub>

H<sub>4</sub>

# Movement Break

5

minutes

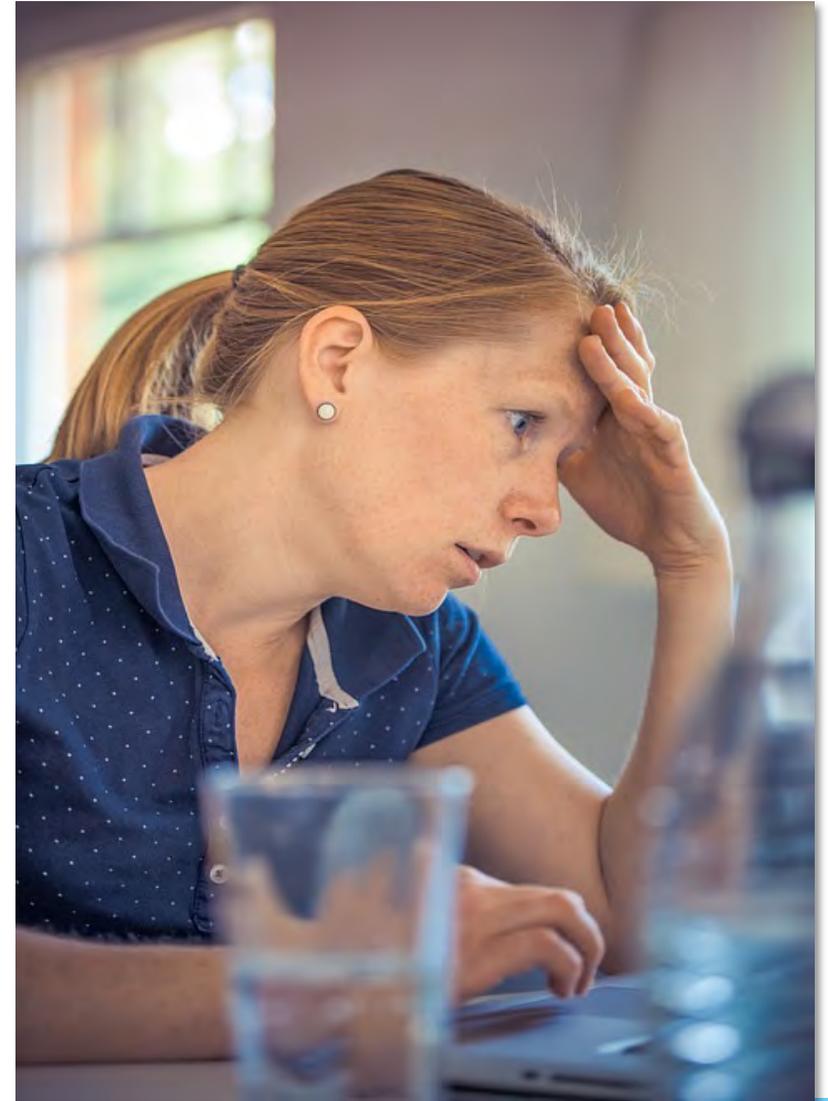
GO

# John Howard on Stress



# Psychosocial Stressors

- Experience coming from any type of interaction with people
- Stress response - high blood pressure, sweating, rapid heart beat, dizziness and feelings of irritability or sadness.
- What are some common psychosocial workplace hazards?



Control  
over  
schedule



Higher skill  
level, job  
complexity



Higher  
well  
being



Social  
support

## Stress and Health

# Pay attention to:

---

Discriminatory practice

---

Incivility

---

Bullying

---

# Tips to reduce workplace stress

- Work on psychological safety
- Create more control and autonomy
- Social Support
- Demonstrate commitment to offering help
- Encourage people to care for one another
- Fix the language
- Support shared connections

# Micropractices to promote psychological safety

- Give thanks and recognition for specific contributions.
- Ask for feedback, offer to help and follow-up.
- Help others save face. Avoid blame or criticism in public.
- Insist on having dissenting points of view.
- Listen and focus on understanding and learning.
- Others?

# What else affects health?



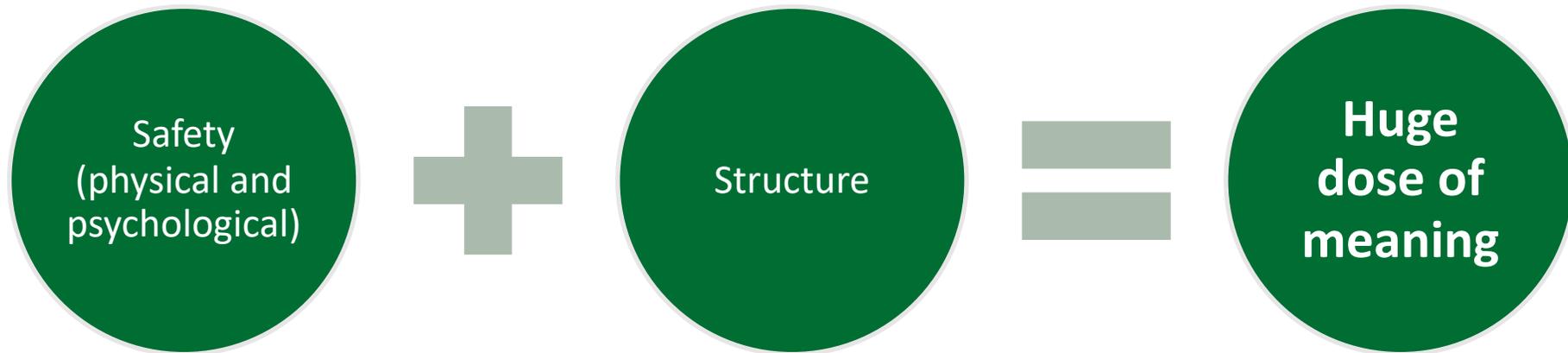


**Relationship with work is part of living**

# Meaningful Work

**GOT PURPOSE?**

# When work is well designed:



30

seconds

GO

# Part 3: TWH Defining Elements

# Fundamentals of TWH

- Element 1: Demonstrate leadership commitment to safety and health at all levels.
- Element 2: Design work to eliminate or reduce safety and health hazards & promote worker well-being.
- Element 3: Promote and support worker engagement through program design & implementation.
- Element 4: Ensure confidentiality and worker privacy.
- Element 5: Integrate relevant systems to advance worker well-being.

## Fundamentals of Total Worker Health® Approaches

Essential Elements for Advancing  
Worker Safety, Health, and Well-Being



DEPARTMENT OF HEALTH AND HUMAN SERVICES  
Centers for Disease Control and Prevention  
National Institute for Occupational Safety and Health



# Leadership commitment



# Healthy and supportive supervision

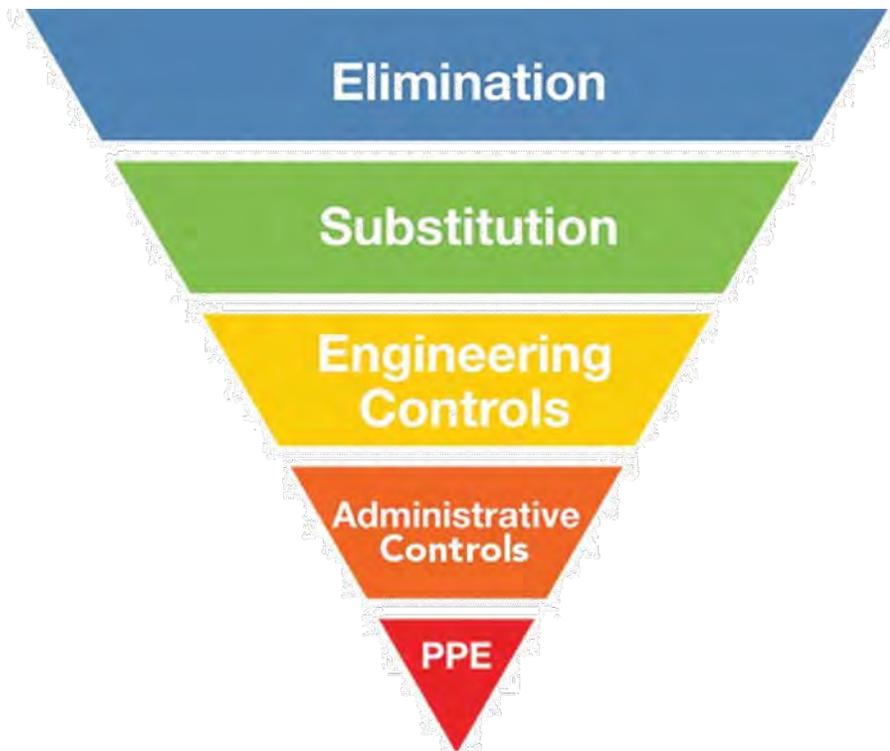
- Recognize pressures and demands of personal/family responsibilities
- Communicate genuine concern and understand
- Know about work-life programs, resources and policies
- Share how they manage their own work-life responsibilities
- Have clear expectations and how the job should be done; Provide guidance on how to best communicate in a team



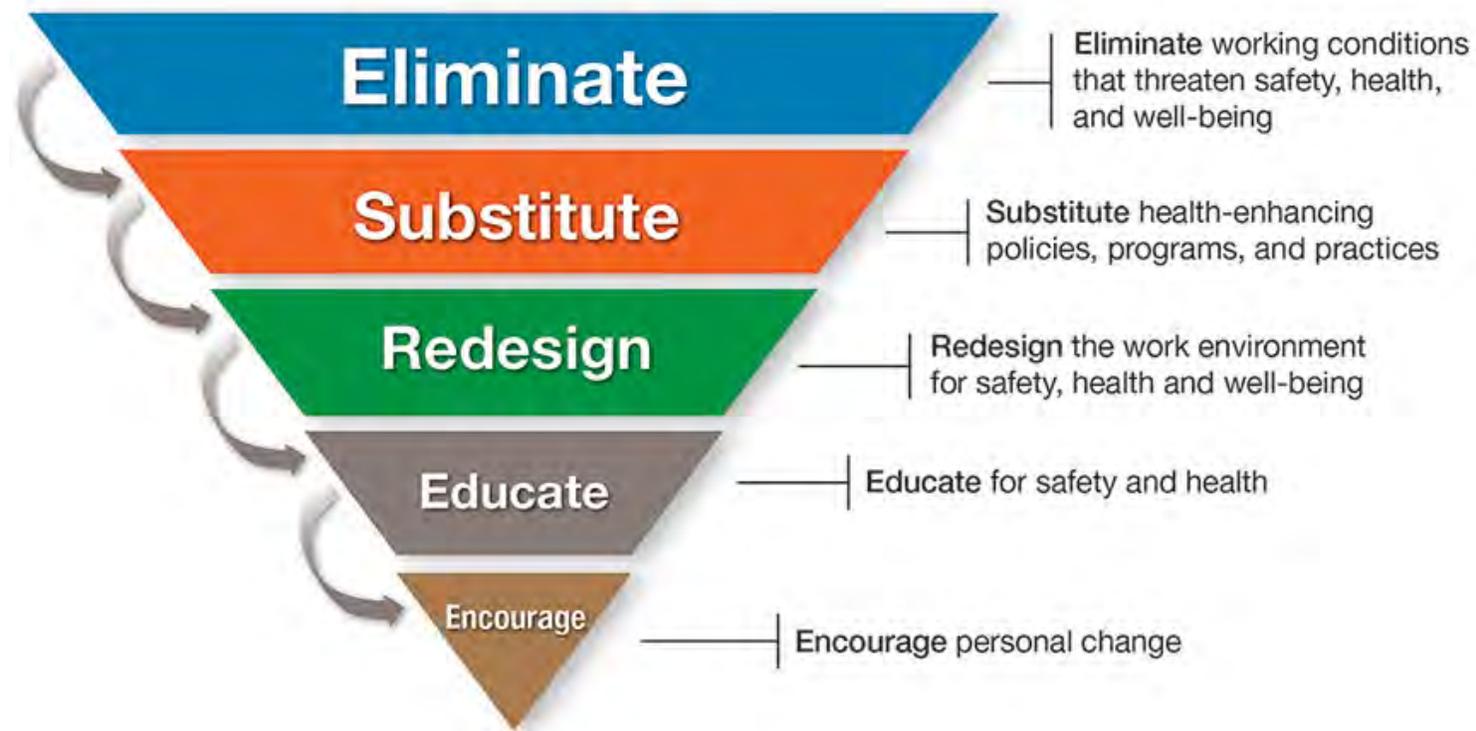


**Design work**

# NIOSH Companion Hierarchy of Controls



Traditional Hierarchy of Controls  
– NIOSH 2015



The Hierarchy of Controls Applied to NIOSH  
Total Worker Health®

A word cloud of terms related to shift work, arranged in a circular pattern. The words are in various colors and sizes, with the largest words being 'Stress', 'Circadian', 'Sleep', and 'Shift'. Other words include 'Hours', 'Violence', 'Pay', 'Work', 'Exercise', 'Life', 'Benefits', 'Layoffs', 'Injuries', 'Accidents', 'Fatigue', 'Overtime', 'Diet', 'Depression', 'Apnea', 'Diseases', and 'Insomnia'.

Hours  
Stress  
Violence  
Pay  
Work  
Exercise  
Life  
Benefits  
Layoffs  
Injuries  
Accidents  
Fatigue  
Overtime  
Diet  
Depression  
Apnea  
Diseases  
Insomnia  
Shift  
Circadian  
Sleep





Walking meetings



Toolbox Talks



Agreements to care



Stretching



Cross training



Interest groups

**CONFIDENTIAL**





# Integration

# Organizational Needs Assessment

Injury & WC  
data

Medical health  
insurance info

Employee  
survey &  
assessments

Safety & health  
checklists/audits

# NIOSH promising practices



Healthy supervision



Paid sick leave



Flexibility and control of schedule



Ergonomically friendly workspace



Active meetings

# What can organizations do to build and sustain TWH?

- Worker participation in workplace problem solving
- Paid family & sick leave, paid medical benefits
- Equitable wages, safe staffing levels, voluntary overtime
- Respect, fair performance appraisals & advancement opportunities
- Attention to work-life Integration
- Recognition of work factors as potential causes of chronic conditions

# What can organizations do to build and sustain TWH?

- Discrimination, harassment, and violence prevention
- Health-enhancing work organization and healthier
- Confidential occupational health and prevention services
- Programs to help workers manage their health challenges
- Support for productive aging across the working life span

# Movement Break

5

minutes

GO



**What does it look like in the real world?**



60

seconds

GO

# Part 4: Business and value propositions

**1/3**

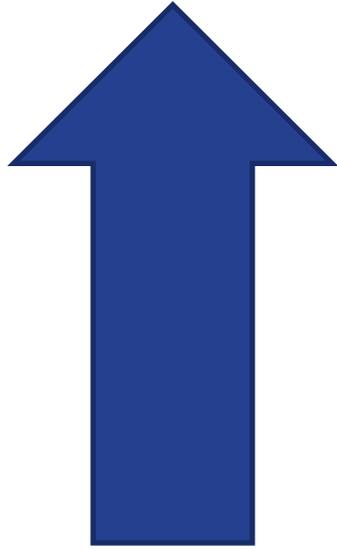
**50%**

**66%**

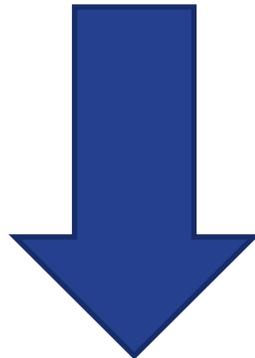
# ROI



VOI



**Retention,  
Morale,  
Productivity**



**Absenteeism**

# ODG Data on comorbidity impact

Back sprain, Oregon, 20 years old, sedentary worker

Average: 3 days

+ diabetes: 20 days

+ obesity: 29 days

+ both diabetes and obesity: 43 days

# ODG Data on comorbidity impact

Meniscus tear, Oregon, 20 year old, sedentary worker

- Average: 27 days
- + smoking: 57 days
- + diabetes: 67 days
- + obesity: 90 days
- + all three: 146 days

# Issues Relevant to Advancing Worker Well-being Through TWH

Prevention and Control of Hazards and Exposures

Built Environment Supports

Healthy Leadership

Compensation and Benefits

Community Supports

Workforce Demographics

Policies

Work Arrangements

Technology

Organization of Work

# **Part 5. Program evaluation, sustainability and continuous improvement**



Why is program evaluation important?

How do you do an effective evaluation

# Part 6: Putting it all together

# Ideas to implement now...

Dedicate a portion of time at meetings for updates

Hold joint meetings

Discuss plans for the future

Ask employees what factors are getting in the way and to share examples of things that work

Sponsor brief lunch-and-learns

# Ideas to implement now...

Incorporate new  
info into existing  
training

Consider sharing  
physical resources  
and spaces

Give workers  
more flexibility  
and control

Ensure built environment, polices and  
work schedules enhance safety and well-  
being

60

seconds

GO

## Worksheet 1: Self-Assessment of Defining Elements of Total Worker Health

HOW TO USE: Consider printing out this sheet and completing as you think about your current workplace initiatives relative to the Defining Elements of *Total Worker Health* outlined on pages 7–18. If you need more space, continue writing on your own paper.

- In the “Where we are now” column, summarize your current practices relative to a Defining Element of TWH.
- In the “Where we want to be” column, consider how your existing programs, policies, and practices could be adjusted or expanded to more effectively address Total Worker Health in your organization.

| Defining element of TWH   | Where we are now/What we do well | Where we want to be/<br>What must be improved |
|---|----------------------------------|---|
| Demonstrate leadership commitment to worker safety and health at all levels of the organization |                                  |   |
| Design work to eliminate or reduce safety and health hazards and promote worker well-being      |                                  |   |
| Promote and support worker engagement throughout program design and implementation              |                                  |   |
| Ensure confidentiality and privacy of workers   |                                  |   |
| Integrate relevant systems to advance worker well-being   |                                  |   |

## Worksheet 2: Action Plan

HOW TO USE: Consider printing out this sheet and completing after Worksheet 1. For each Defining Element of TWH of interest to your organization, use the content in the “Where we want to be” column on Worksheet 1 to help populate “Needs identified.” For each need identified, continue working from left to right, answering the questions in each column as you go. If you need more space, continue writing on your own paper.

| Defining element of TWH | Needs identified | Who should we include? | What obstacles might we encounter? | What are some solutions to those obstacles?<br>What resources outside the workplace could we pull in to help? | What steps must we take to make this happen? |
|-------------------------|------------------|------------------------|------------------------------------|---|--|
|                         |                  |                        |                                    |   |  |
|                         |                  |                        |                                    |   |  |
|                         |                  |                        |                                    |   |  |
|                         |                  |                        |                                    |   |  |
|                         |                  |                        |                                    |   |  |

..... Essential Elements for Advancing Worker Safety, Health, and Well-being .....



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# Thank You

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