

THCU's COMPREHENSIVE Workplace Health Promotion Project (CWHP)



Funded by the Ministry of Health Promotion

Purpose:

- Contribute to, support and otherwise improve health promotion activities that assist adults in Ontario workplaces...

Strategy:

- *Increase the capacity of intermediaries* to influence and guide those within workplaces who make decisions...

Definition of CWHP

“An approach to protecting and enhancing the health of employees that relies and builds upon the efforts of employers to **create a supportive management** under and upon the efforts of employees to care for their own well-being.”

Shain, M., Suurvali, H. (2001)
*Investing in Comprehensive
Workplace Health Promotion*
CAMH & NQI₂

Categories of Workplace Health Promotion



The CWHP Planning Framework



1. Obtain management support
2. Establish healthy workplace (HW) committee
3. Conduct situational assessment
4. Develop a HW plan
5. Develop a HW program & evaluation plan
6. Obtain management support
7. Implement
8. Generate evaluation report

Two Levels of THCU Workplace Health Promotion Support



- A) Strategy Support** – Aiding Health Unit's Own Workplace Teams' Planning, Evaluation, Skill Development, etc.

- B) Implementation Support** – Aiding Health Units' Work With/Within Workplaces

A) Strategy Support

Aiding Health Units' Own Team Planning, Evaluation, Skill Development, etc.

1) Guided Consultation

- Strategy, planning, situational assessment, etc.

2) Training

- Workplace models, working with small businesses, etc.

3) Resource Support

- Planning workbooks, info-packs, etc.

B) Implementation Support

...Aligned with the CWHP Planning Framework

1. Obtain management support
2. Establish healthy workplace (HW) committee
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4. Develop a HW plan
5. Develop a HW program & evaluation plan
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7. Implement
8. Generate evaluation report

B) Implementation Support

Cont'd

Step One: Obtain Management Support

- Info-Pack
- Template/Sample Presentation
- Webinars
- Self-Assessment Tool

Step Two: Establish a HW Committee

- Webinars

B) Implementation Support Cont'd



Step Three: Conduct a Situational Assessment

- Webinars
- Resources
- The Catalogue

The screenshot shows a web browser window with the URL http://www.thcu.ca/workplace/sat/search_target.cfm. The page title is "Recommended and Promising Practices for Situational Assessment Tools - Windows Internet Explorer". The main content area is titled "Comprehensive Workplace Health Promotion Catalogue of Situational Assessment Tools". Below the title, there is a "Target Search" section with a description: "A Target Search searches on multiple fields (parameters). The more checkboxes you select the FEWER results you will obtain, as a tool must contain ALL parameters you search on to appear in the search results." Below this, there is a link to "Icon Legend" for definitions of characteristics. The search filters are organized into three sections: "Rating" with checkboxes for "Recommended" (with a gold medal icon) and "Promising" (with a gold star icon); "Resources" with checkboxes for "Tool is available for download via this site" and "Additional resources available for download via this site"; and "Type of Tool" with checkboxes for "Current Practices Survey" (with a "CP" icon), "Health Risk Appraisal" (with an "HRA" icon), and "Interest Survey" (with an "IS" icon). The left sidebar contains navigation links: "SAT Home Page", "WRI Home Page", "THCU Workplace Home Page", "Search the Catalogue" (with sub-links for "Keyword Search", "Advanced Search", and "Target Search"), "Tool Listings and Comparisons" (with sub-links for "Complete Tool Listing", "Resource Listing", "Star Chart", and "Cabin Guide"), and "Project Overview" (with sub-links for "Concepts", "Principles of Good Practice", and "How to Select a Tool").

B) Implementation Support Cont'd



Steps 4-8 Planning Through to Evaluation

- Info-Packs
- Resources
- Webinars
- Advice Giving and Feedback on Plans
- The Catalogue

The screenshot displays a web browser window titled 'The Health Communication Unit - Windows Internet Explorer'. The address bar shows the URL 'http://www.thcu.ca/workplace/wri/search_target.cfm'. The page content includes a header for 'Comprehensive Workplace Health Promotion Catalogue of Well-Regarded Interventions'. A sidebar on the left lists navigation options such as 'WRI Home Page', 'SAT Home Page', 'THCU Workplace Home Page', 'Search the Catalogue', 'Tool Listings and Comparisons', 'Project Overview', 'Methodology', 'Glossary', 'Icon Legend', and 'Nominate Your'. The main content area is titled 'Target Search' and contains a paragraph explaining the search function: 'A Target Search searches on multiple fields (parameters). The more checkboxes you select, the FEWER results you will obtain, as an intervention must contain ALL parameters you search on to appear in the search results. For definitions of the following characteristics go to the Icon Legend.' Below this, there are two sections: 'Intervention Approach' and 'Topic'. Each section contains a grid of checkboxes with corresponding icons and labels. The 'Intervention Approach' section includes 'AR Awareness Raising', 'ESB Education / Skill Building', 'ES Environmental Support', and 'PD Policy Development'. The 'Topic' section includes 'Healthy Eating', 'Tobacco Use Prevention', 'Physical Activity', and 'Reproductive Health'.

And...



- Annual Provincial Healthy Workplace Symposium
(March 11-12, 2009)
- Support to the newly formed:
 - Ontario Healthy Workplace Coalition

FYI

- There is also a provincial listserv (the SCWW listserv)

Guidance Document for Public Health Standards



What was heard regarding the need for support:

- 1) Evidence-based tools, templates and best practices
 - Template for the business case
 - Situational assessment (considering need and capacity)
 - Decision-making tools
 - Sample policy docs
 - Sample environmental supports

Guidance Document for Public Health Standards



What was heard regarding the need for support:

2) Training/Resources for Practitioners

- Training in the area of assessment

Guidance Document for Public Health Standards



What was heard regarding the need for support:

3) Program Examples

- Sample programs and/or activities
- Inventory of programs/activities (e.g., links to websites of other health units)

Guidance Document for Public Health Standards



What was heard regarding the need for support:

4) **Adoption of a common framework for CWHP**

Our Request...

Participants for a virtual focus group to lend input into 09-10 plans:

- Drop business card in box before leaving
- Email workplace_admin@thcu.ca to indicate interest in participation

Questions

