



ONTARIO PUBLIC HEALTH STANDARDS

Workplace Health: Provincial Perspectives

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November 17, 2008



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Agenda

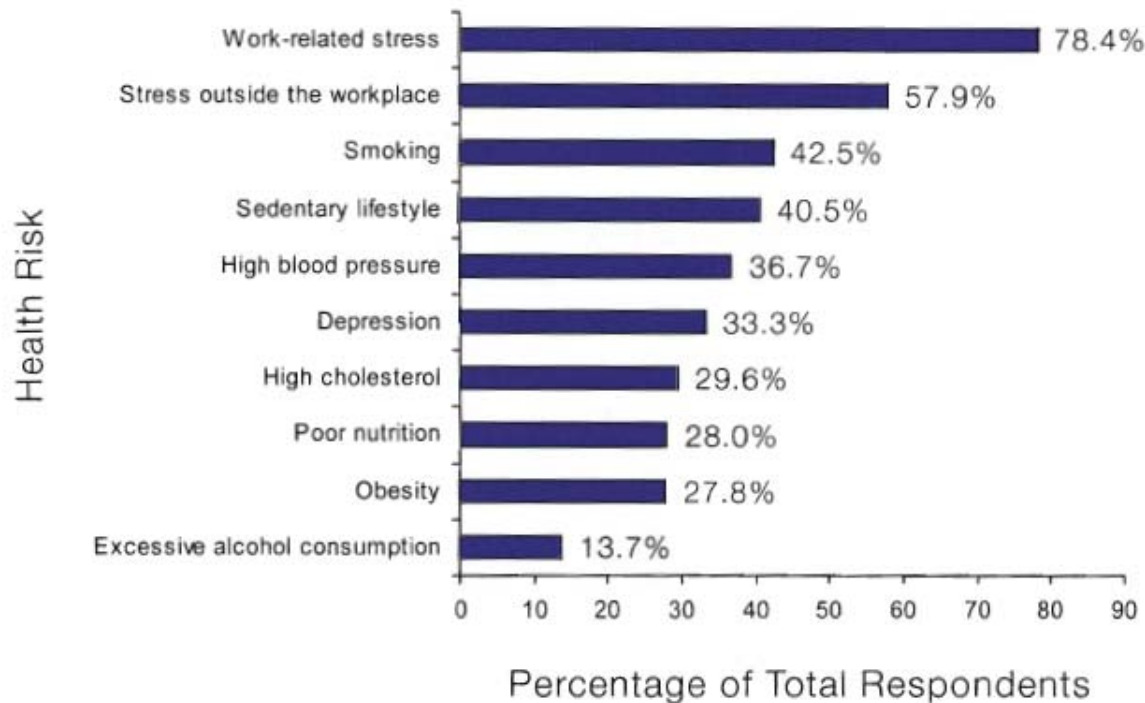
- Why workplace health?
- Opportunities to improve health of Ontarians
- What is a comprehensive approach to workplace health?
- Link between workplace health and the new Standards
- Key issues related to workplace health component of the OPHS
- THCU workplace project supports
- THCU future planning
- Questions

Why Workplace Health?

- There are over 7 million people in Ontario's workforce
- In 2005, employees worked 536 minutes, or 8.9 hours during a typical workday (Stats Can. Feb 13, 2007)
- Many employees are also parents and provide eldercare, so it makes sense to ensure that messages aimed at schools and the community are also provided through workplace channels
- Employees with four lifestyle risk factors (sedentary, overweight, smoker, high alcohol intake) are absent over 50% more often than those without the risk factors, and cost 2-3 times more in health costs.

Why Workplace Health?

FIGURE 2 (NATIONAL): Organization Health Risk Concerns

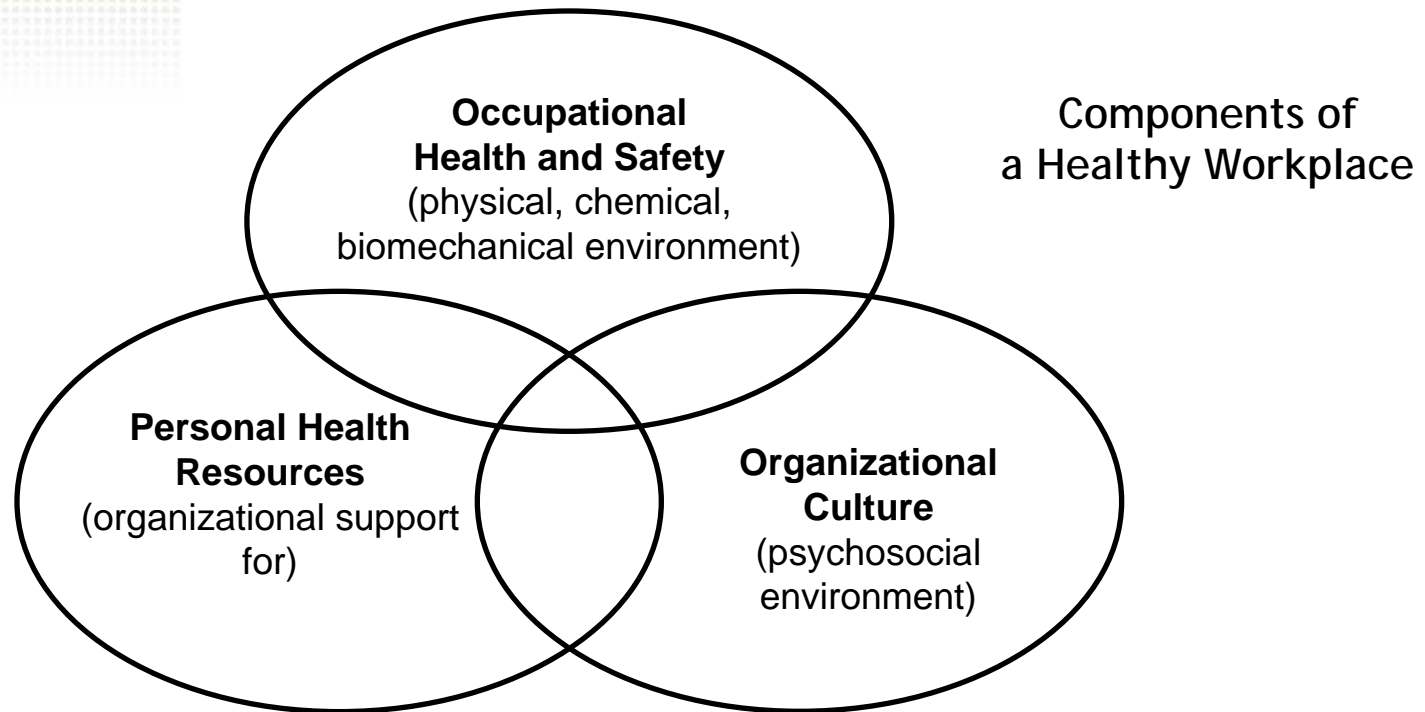


Opportunities to Improve Health

Available evidence on the current state of CWHP suggests:

- Companies most likely to be engaged in CWHP are those that are large, well resourced, unionized and/or in highly competitive fields competing to recruit and retain talent
- Only 17.5% of Canadian employers actively involved in comprehensive workplace health programs
- Employers are exposed to wellness program approaches through Employee Assistance Programs (56.5%), public health (40.1%), internet (42.3%)

What is Comprehensive Workplace Health?



A number of recognized process models exist to support planning (e.g. THCU, NQI)

Workplace Health & OPHS

The BOH shall use a comprehensive health promotion approach to increase the capacity of workplaces to develop and implement healthy policies and programs, and to create or enhance supportive environments to address:

- Healthy eating;
- Healthy weights;
- Comprehensive tobacco control;
- Physical activity;
- Alcohol use;
- Work stress; and
- Exposure to ultraviolet radiation.

The efforts shall include:

- Conducting a situational assessment at a community level; and
- Reviewing, adapting, and/or providing behaviour change support resources and programs.

(Chronic Disease Prevention Standard, Requirement #4)

Workplace Health & OPHS

Program Standard	Requirement
Prevention of Injury & Substance Misuse	<p>The BOH shall work with <i>community partners...</i> to address:</p> <ul style="list-style-type: none"> • alcohol and other substances; • falls across the lifespan; • road and off-road safety; and • other areas of public health importance.
Reproductive Health	<p>The BOH shall work with <i>community partners...</i> to address:</p> <ul style="list-style-type: none"> • preconception health; • healthy pregnancies; and • preparation for parenting.
Child Health	<p>The BOH shall work with <i>community partners...</i> to address:</p> <ul style="list-style-type: none"> • positive parenting; • breastfeeding; • healthy family dynamics; • healthy eating, healthy weights, and physical activity; • growth and development; and • oral health.

What's new

The BOH shall use a **comprehensive** health promotion approach to increase the capacity of workplaces to develop and implement healthy policies and programs, and to create or enhance supportive environments to address:

- Healthy eating;
- Healthy weights;
- Comprehensive tobacco control;
- Physical activity;
- Alcohol use;
- **Work stress**; and
- Exposure to ultraviolet radiation.

AND...

workplaces are listed as potential community partners in the Injury Prevention & Substance Misuse, Child Health, Reproductive Health and Sexual Health standards.

The efforts shall include:

- Conducting a **situational assessment** at a community level; and
- Reviewing, adapting, and/or providing behaviour change support resources and programs.

(Chronic Disease Prevention Standard, Requirement #4)

Key Issues

What are the minimum set of program expectations related to engaging workplace?

- Need to recognize staffing differences between health units
- Programs should be grounded in the four principles of the OPHS:
 - Need
 - Impact
 - Capacity
 - Partnership and collaboration
- A community (situational) assessment should be conducted to understand the needs of the community
- Based on the assessment, be strategic in terms of which sectors and/or size of employers are targeted

Key Issues

What will success look like?

- Complete situational assessments to understand the types of workplaces in the community, employment trends, and opportunities for partnership
- Create awareness among employers of the benefits of healthy workplace programs
- Ensure interested employers understand the components of a healthy workplace and the process to initiating programs
- Provide support resources to interested employers as outlined in the Standards
- For health units with appropriate capacity, assist leading employers to plan and implement programs
 - For supports/resources that lie beyond the scope of the health unit, provide referrals to organizations in the community