Abstract

Background
Working people spend 1/3 of their waking hours at work. Hence, workplaces offer an ideal setting for reaching and promoting the wellbeing of large audiences.

Fostering occupational wellbeing benefits both employees and employers:
- Greater employee satisfaction at work
- Higher productivity
- Reduced staff turnover

Aim
To develop a Toolkit for the management of workplaces that compiles practical means to:
1) promote employees’ wellbeing and health
2) prevent the development of lifestyle-related chronic health problems
3) support employees with chronic health problems to continue working

Materials & methods
The Toolkit is:
- developed based on scientific and empirical evidence
- tested and evaluated by voluntary workplaces in several European countries.

Key messages
- Sharing practical ways to enhance employees’ wellbeing, and to facilitate individuals with chronic health problems to continue working aids workplaces to improve their competitive advantage and profitability.
- The Toolkit forms a part of the end product of Joint Action CHRODIS+ WP8, together with the Training tool for managers.

Groundwork

Literature studies
Three systematic literature reviews were conducted to compile scientific evidence on the effectiveness of interventions targeting healthy lifestyle, prevention of non-communicable diseases, and enhancing the work participation of employees with chronic health problems in a workplace setting.

Stakeholder interviews
Forty-two stakeholder interviews were conducted in five European countries to gather empirical data on actions taken at workplaces to:
- support employees’ wellbeing and health, and the work participation of employees with chronic health problems
- understand facilitators and barriers for taking such actions
- identify factors that encourage and discourage employees to make use of these actions

Interviewees represented managers and employees of workplaces from various industries, and professionals of occupational wellbeing.

Toolkit development
The Toolkit is constructed and structured based on the findings of the groundwork (see figure on the left).

Pilot & evaluation
Toolkit feasibility is assessed using survey data collected from piloting workplaces. Key indicators are:
- Ease-of-use
- Coverage
- Utility

Acknowledgements
Mari Olkkonen and Reetta Eerikäinen for contributing to the groundwork of the Toolkit, and Joint Action CHRODIS+ for funding the work.

Examples

Knowledge-based
- Motivation: “Have a fruit, stay fresh”

Environmental
- Ease-of-access: “Healthy options in vending machines”

Organisational
- Work arrangements: “Workload allows having breaks”

Incentives
- Subventions: “Fruit available in recreation rooms”

TOOLKIT

Smoking and alcohol
Community spirit and atmosphere
Nutrition
Physical activity
Ergonomics
Mental wellbeing and health
Recovery from work

Strategies
- Knowledge-based
- Environmental
- Organisational
- Incentives