Integrating health and safety in the workplace

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White Paper

ACOEM GUIDANCE

Integrating Health and Safety in the Workplace

How Closely Aligning Health and Safety Strategies Can Yield Measurable Benefits


J Occup Environ Med. 2015 May;57(5):585-97
Outline

- Introduction and summit meeting
- Key factors
  - Why
  - What
  - How
- Integrated Health and Safety Index
- Roadmap
- Recommendations
Integrated Health and Safety

• New way of approaching health protection and health promotion
• Local presentations
  • National Capital Chapter of the AHMP
  • Potomac Section of the AIHA
  • Johns Hopkins University Education Research Center
• Aimed at Dow Jones Sustainability Index (DJSI)
  • Economic
  • Social
  • Environmental
• Imperative that all OEM practitioners know, embrace, promote and use the concept
Aims for Summit

1. Determine why health and safety integration is important and how it should be defined
2. Formulating what should be measured to evaluate the impact of IHS programs
3. Describing how employers can systematically develop and implement IHS
Key factors identified

WHY: Clearer demonstration of the value and a better definition of the components

WHAT: Set of key metrics coupled with the development an index that could rate performance in integrating programs

HOW: Set of practical, scalable, comprehensive guidelines for employers offering step-by-step advice
Why integration?

• Defining “integration”
  • A look at various health and safety approaches in the workplace
• Integrated health and safety guidelines being modeled
• Concept of health and safety as a continuum

ACOEM’s Total Worker Health
Evolving concept
Integrated Health and Safety Index
Taking integration to the next level

• Using the Dow Jones Sustainability Indices as a model for health and safety measurement

• Building the Integrated Health and Safety Index: Core Components

• Use “dimensions: to broaden OEM relevance and scope
  • Economic
  • Environmental
  • Social
## IHS Guideline Checklist (partial)

<table>
<thead>
<tr>
<th>Guidelines</th>
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<tr>
<td><strong>Components</strong></td>
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<td>Publication date</td>
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<tr>
<td>Type of guidance offered by program</td>
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<td>Audience program is geared toward</td>
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<td>Program level</td>
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<td>Workforce focus</td>
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<td>Downloadable and free</td>
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<td>Evidence and rationale for integration of health and safety</td>
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<td>Scientific references</td>
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<td>Best-practices included</td>
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<td>Illustrative examples from the field</td>
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<td>Practical and accessible</td>
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<td>Step-by-step approach offered</td>
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<td>Management systems included</td>
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<td>Practical Web links and references</td>
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<td>Approaches to obtaining senior leadership support provided</td>
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<td>Guidance in building a business case</td>
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<td>Sample power points for obtaining leadership support</td>
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<tr>
<td>Checklist of integrated health and safety status Indicators</td>
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Programs compared and contrasted

- SafeWell – Harvard University School of Public Health
- The Whole Worker – Commission on Health and Safety and Workers’ Compensation (CHSWC)
- The Integrated Employee Health model – National Space and Aeronautics Administration (NASA)
- The Healthy Workplace Participatory Program – Center for Promotion and Health in the New England Workplace (CPH-NEW)
- Let’s Get Started – NIOSH’s Total Worker Health™ program
- Healthy Workplaces – World Health Organization (WHO)
- Managing Stress – European Union (EU) Agency for Safety and Health
OEM (CHAA) ---» market performance

Corporate Health Achievement Award (CHAA)
**Integrated Health & Safety Index Data Sources**

**Economic Dimension**
- Workers Compensation
- Absenteeism
- Presenteeism
- Leadership Reviews
- Turnover Rate
- Trend Data Showing Ranking in External Benchmarking

**Social Dimension**
- Wellness Programs
- Prevalence of Chronic Health Conditions & Health Risks (e.g., Obesity, Diabetes)
- Impact of Health Conditions
- Employment Equity
- Community Engagement

**Environmental Dimension (Workplace)**
- Accident/Incident Rates for Employees, Contractors, Fleets
- Hazard Recognition Participation
- Hazard Prevention/Closure Rate
- Training
Economic standards

• Leadership and management
• Absence and disability management
• Integrated health and productivity
Social standards

- Engagement in prevention and wellness
- Valued-based health benefits management
- Corporate social responsibility
Environmental (workplace) standards

• Healthy workers
• Healthy environment
Economic metrics

- Workers compensation
- Absenteeism
- Presenteeism
- Turn-over rate
- Leadership reviews
- Benchmarking
Social metrics

- Wellness programs
- Chronic disease prevalence
- Impact of health conditions
- Employment equity
- Community engagement
Environmental (workplace) metrics

• Accident and incident rates
• Hazard recognition participation
• Hazard prevention and closure rate
• Training and education
Roadmap for integration

- Planning
- Assessment
- Implementation
- Monitoring and evaluating
- Review
# Recommendations

<table>
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<tr>
<th>Plan</th>
<th>Apply</th>
<th>Build</th>
<th>Develop</th>
<th>Align</th>
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| • Small, medium size firms  
• Scalable                 | • Blue-collar              | • Incentives                    | • Partnerships  
• Research                     | • Insurance                  |
|                       | • White-collar             |                                 | • Education  
• Trust and confidentiality     |                           |
|                       |                            |                                 |                                             |                           |
Questions?

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