

Health promotion for staff - *A project in 17 hospitals*

Ruedi Wyssen
Project manager

Project targets

Reduction of work-related absences (> 20%)

Additional benefit for employees

- Improve the wellbeing and the existential orientation
- Enhance the motivation and the job satisfaction
- Improve the efficiency due to less work-related absences

Additional benefit for the hospital

- Reduction of the employee turnover
- Reduction of the premium for the staff health insurance
- Improvement of the work climate
- Improvement of the corporate image

Project steps

We ask for the actual situation

- Anonymous questionnaire

We define the health promotion concept and the master plan

- Health-Policy and targets
- Measures of health promotion

We realize the master plan

- Final evaluation

Health promotion is part of the leadership

Hospital activities (selection of internal measures)

Structural activities

- Diet and healthy food advice
- Sport and fitness activities
- Offering programmes in order to stop smoking
- Health prevention: vaccination, injury etc...

Management activities

- Implementation of a system for the management of absences
- Implementation of health circles
- Implementation of a system to locate errors (CIRS)

Hospital measures

Hospital organization

- Improvement of the working hours, -contents and -processes
- Improvement of the working conditions: temperature, noise, space
- Implementation of a non-smoking hospital
- Ergonomically designed workplaces

Training activities

- Workshops for coping with stress, conflict management, health promotion as a leadership function
- Workshops for different matters: Nutrition, drug addict prevention

Sustainability of corporate health promotion

Health promotion is

- a part of the hospital policy
- integrated in the management quality system (e.g. EFQM)
- included in the yearly business targets
- a part of the leadership (skills in health promotion)
- integrated in the yearly assessments of executives and employees (behaviour in health promotion)

Project awareness

- The management has to confess to promote health.
- Involvement of employees in planning and implementing health promotion measures is a very important criterion in order to succeed.
- Long-term processes are needed in order to support projects in view of health promotion.
- The success of taken actions is not only based on quantitative analysis but also on qualitative surplus: effects on the work atmosphere, mental and physical well-being, quality of work and communication.
- It is important to reach a feeling of success within a short time.
- Projects with regard to health promotion need a lot of time and corresponding resources.

Project achievements

The results (17 hospitals) can be summarised as follows:

- Most of the companies' targets have been achieved.
- Almost all of the considered measures have been implemented.
- Individual responsibility for the health promotion has been increased.
- Health promotion has become a part of the management tasks in most of the hospitals.
- Absences have been reduced.
- Job satisfaction has been improved.