



EASOM Summerschool

Herrsching 26-28 August 2010

E-Learning in Occupational
Medicine Part 2

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The healthy organisation

- damage and costs: incapacity for work due to (to a great extent) mental health disorders
- Absenteeism: dramatic rise in Europe
- Also presenteeism (4 times higher than absenteeism)
- Costs: 3-5% of turn over

The healthy organisation 2

- Consequences of changing world of work:
 - Workpressure, stress, violence at work, harassment, intimidation, uncertainty (economic crisis)
 - Leading to: overstrain, depression, anxiety, sickness absence

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The healthy organisation 3

- From intervention to prevention:
- Recognize and identify in early stages or when on sick-leave
- Dedicated programs: counseling and active rehabilitation
- Sufficient and adequately trained OH staff
- Multidisciplinary cooperation

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The healthy organisation 4

- Prevention: individual level and organisational level
- Working conditions enabling workers to work in a healthy and safe environment
- Understanding and assessment of stressors
- Training and awareness raising
 - Leadership behaviour (department heads)
 - individual coping and self-consciousness

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The healthy organisation 5

- Action plan:
- Healthy working-environment through
 - Commitment of management
 - Inspiring and stimulating leadership
 - Clear communication
 - A “safe” working environment
 - A healthy work-life balance

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The healthy organisation 6

- Results:
- Drop in work related health problems
- Drop in absenteeism
- Increase in self-confidence and employee morale
- Fit and healthy employees

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Information on healthy organisations

- Enterprise for Health Network: www.enterprise-for-health.org
 - 24 enterprises from 12 countries and different branches of industry together form the Enterprise for Health (EfH) network.
 - More than 20 publications on various topics
- ENWHP: European Network on Workplace Health Promotion: www.enwhp.org
 - 8 Initiatives and reports so far, reaching from healthy workplaces to promoting mental health at the workplace

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Information on healthy organisations

- ProMenPol: www.mentalhealthpromotion.net
 - Promoting and Protecting Mental Health- Supporting Policy through Integration of Research, Current Approaches and Practices
 - Library with reports and deliverables, presentations and publicity material
- CPME: www.cpme.eu
 - Position papers on healthy organisations and Mental Health at the workplace