

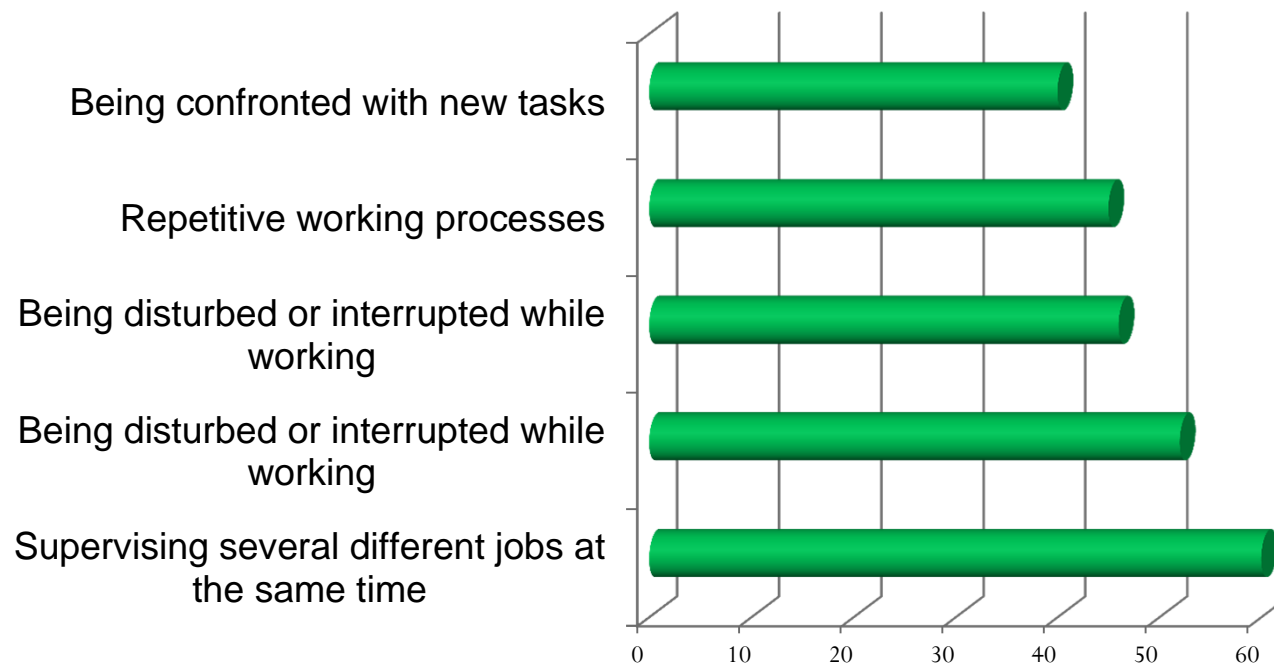
Primary Prevention in practise –

Workplace mental health promotion

EASOM Summer School 2015
Teaching Psychosocial Risk Factors At Work
Dr. Sabine Griebel
28th August 2015
Lake Bled

Do we really have a problem with mental stress?

“Being permanently under pressure” stresses employees the most



(Source: Stress Report 2012, Federal Institute for Occupational Safety and Health (BAuA); 20,036 employed persons were questioned between October 2011 and March 2012)


Different reasons for offering more intensive counseling



- Information received from a staff member at a physician's consultation
- Information received at the first meeting with an employee on vocational reintegration after s/he has been absent from work due to a long illness
- On the advice of a colleague conducting a so-called demographic study who recommends the optional "Stress and Psyche" module, or
- Following a routine screening examination (eyesight, hearing or lung-function test and/or a routine ECG)




Possible interventions – at the individual level

- Personal risk assessment on "mental stress"
- Work Ability Index
- After counseling by the occupational physician:
 - attending a sports group 
 - inpatient or outpatient rehab
 - further psychotherapeutic treatment via statutory health insurance
 - short-term coaching paid for by the company (Corporate Health Management, CHM)



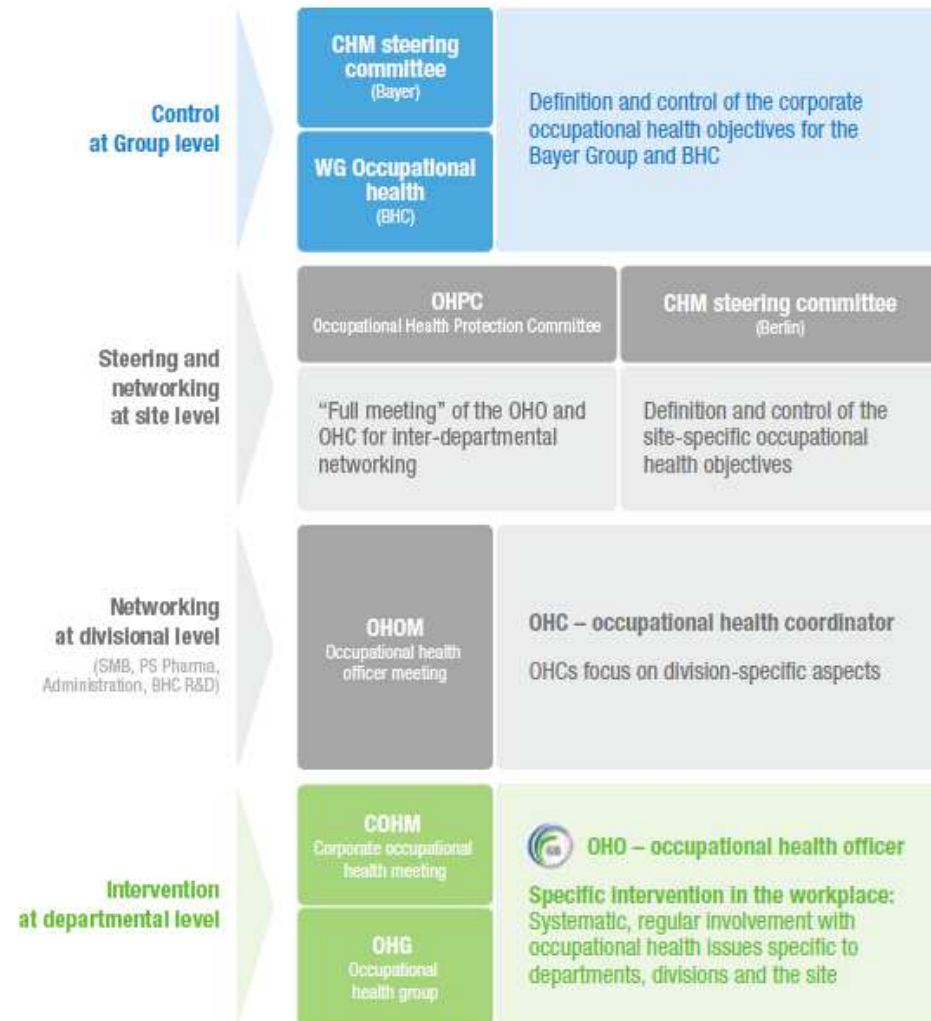
Possible interventions – at the group level

- "Health Circle" workshop 
- Corresponding seminars „Stress Management“ „Awareness“ „Lunch And Learn – Meetings“
- According to an internal company agreement, the occupational health officer and coordinator should use the opportunity for dialog with management at the following meetings:
 - company health meeting
 - health department meeting
 - occupational health-protection committee
("full meeting" of all occupational health officers and coordinators)

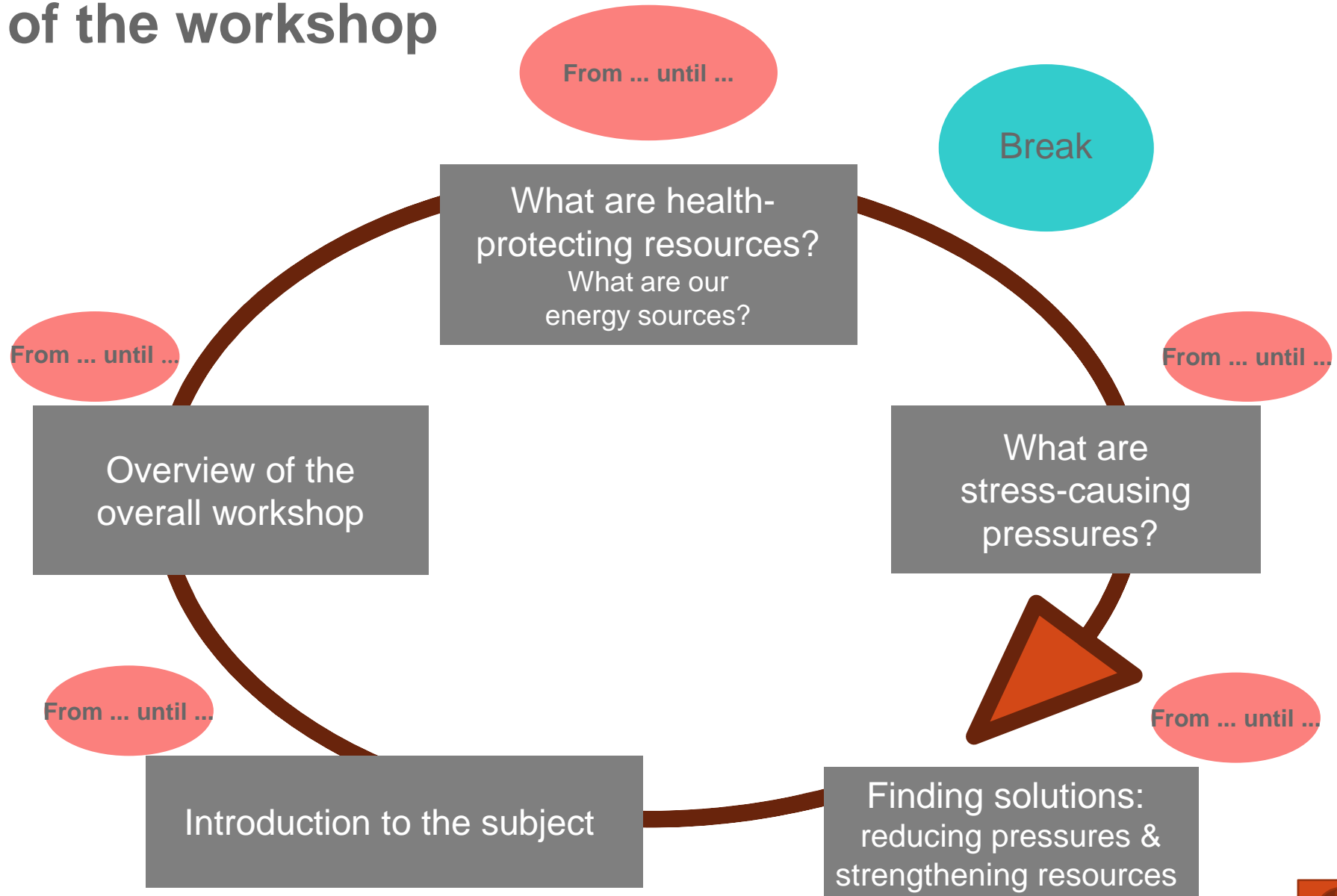
CHM's role in this context



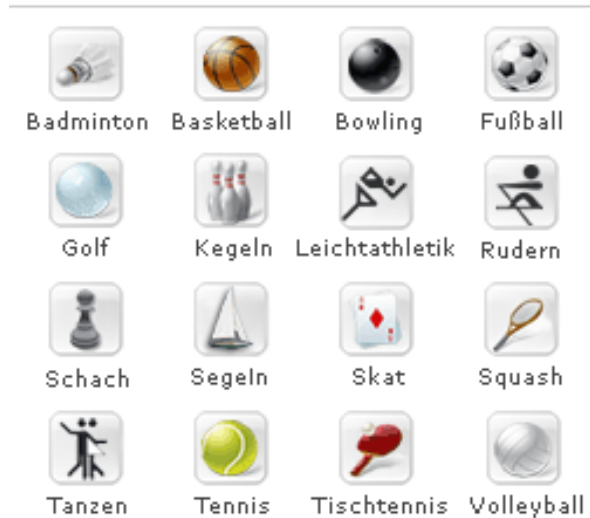
Committee architecture in new CHM structure with occupational health officers



General structure of the workshop



Different Offers By Our CHM



Company Sports



B-fit gym

Free courses in

- Back exercises
- Yoga
- Pilates
- Tai Chi/Chi Gong
- MBSR

- Do you have any questions?

