Global trends in prevention culture - towards an integrated approach to wellbeing at work

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Prevention at a crossroads

- A changing world of work
- Impact of globalization
- An ageing workforce
- Trend from safety to health and well-being
- Work and non-work related factors

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A holistic view of prevention is needed

Well-being of the workforce

Well-being of the population

Work-related factors

Non-work-related factors

Work-related threats to well-being

Non-work threats to well-being

Model by Dr. Paul A. Schulte (NIOSH) 2013

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The person at the centre of prevention

- The health and well-being of the individual must be at the centre of prevention

- Not only as a worker, but as a whole person

- Not only at the workplace, but in society at large
The ISSA’s 3-dimensional approach to prevention

Risk Prevention

Health Promotion

Return to Work

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The ISSA’s 3-dimensional approach to prevention

- Risk Prevention
- Health Promotion
- Return to Work
Socio-economic benefits of prevention

- A potential return at enterprise level of *occupational risk prevention* of 1:2.2
  (EC benOSH, ISSA RoP and OPPBTP, France)

- Reductions of approximately 25% in sick leave, health plan costs and workers’ compensation and disability insurance costs due to *workplace health promotion*
  (Meta-evaluation by Larry S. Chapman, USA)

- Potential Return on Investment of *return-to-work programmes* for social security organisations of 1:2.4
  (Social Security Organisation PERKESO of Malaysia)
Social security: From “payer” to “player”
Strengthening the preventive role of social security
ISSA Guidelines on risk prevention:

- Chapters and topics (37 guidelines)
  - Basic conditions for prevention programmes
    – framework for prevention (legal, programme and stakeholders) and institutional settings (strategy, resources, infrastructure)
  - Prevention activities and services – information & communication, economic incentives, occupational diseases, consultation service, R&D, skills and training, collaboration and networking, prevention culture, SME’s, specific risks

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Improve health and well-being at the workplace
ISSA Guidelines on health promotion

- Chapters and topics (29 guidelines)
  - Establishment of basic conditions for WHP - legal framework, role of institution, synergies and partnerships
  - Needs assessment, planning and priority setting
  - WHP activities and services – motivation and incentives, services and support to workplaces
Help workers return to an active work life
ISSA Guidelines on Return-To-Work (RTW)

Chapters and topics (32 guidelines):

- **Basic RTW principles and guidelines** – arguments in favour, legal and policy basis, stakeholders, promotion

- **Specific RTW principles and guidelines** – holistic approach, early intervention, individual approach, active participation, collaboration with stakeholders, qualification of experts, monitoring and evaluation
The ISSA Centre for Excellence

- Provides detailed Prevention Guidelines for social security administrations
- Offers self-assessment tools
- Offers implementation support
- Offers recognition

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Conclusions

- **The complexity of prevention is growing**, as health and well-being at work are increasingly influenced by both occupational and non-occupational factors.

- **More unified approaches are needed with focus on the individual**, supplementing classical risk prevention measures with health promotion and return to work programmes.

- **Prevention structures and practices** of all actors involved need to be reviewed and new competencies and synergies developed in order to jointly build a prevention culture.

- **ISSA prevention guidelines and Centre for Excellence** strengthen the prevention capacities of social security administrations and promote a major change in their role from “payer” to “player” by supporting safe, healthy and inclusive workplaces.
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