

Safety: What's health got to do with it?

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Policyholder Safety and Wellness Adviser

Northwest ESD, January 27, 2016



Objectives

- After this session, you should be able to:
 - Define Total Worker Health®
 - State one way wellness may prevent injuries at work and at home
 - State one way injury prevention may influence health

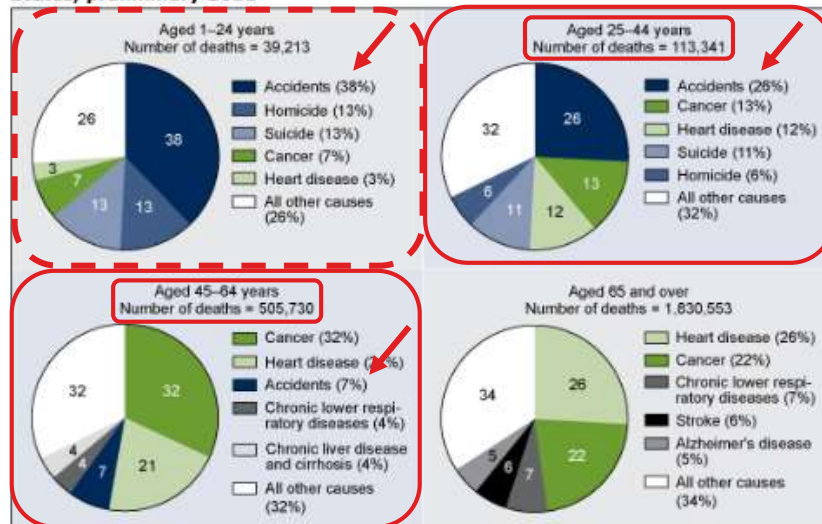


Why are we here?



3

Figure 4. Percent distribution of five leading causes of death, by age group: United States, preliminary 2011



SOURCE: National Vital Statistics System, Mortality.

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4

Source: <http://www.cdc.gov/nchs/data/databriefs/db115.htm#are>

Health improvement matters

- Injuries are costly regardless of where they occur.
- Chronic conditions impact frequency and severity.
- Lifestyle, job risks are interdependent.
- Chronic conditions include:
 - Chronic pain
 - Cancer
 - Diabetes
 - Dementia
 - Arthritis
 - Cardiovascular disease
 - Obesity

5

Examples of interdependency

- Dust and COPD, asthma, smoking
- Aging workforce
- Sensory deficits, diabetes
- Ergonomics, stress
- Obesity, stress
- Dementia
- Chemicals and Coronary Artery Disease



6



Productivity impact: Presenteeism



What influences presenteeism?

- Workplace factors
 - Workplace climate
 - Shift work, sleep debt
 - Work-life conflict
 - Work stressors
 - Sedentary work
 - Task design
 - Work environment
- Personal factors
 - Family dynamics
 - Fatigue and sleep issues
 - Life-work conflict
 - Personal stressors
 - Inactivity
 - Chronic conditions
 - Substance abuse

Obesity Trends Among U.S. Adults Between 1985 and 2010

Obesity: Body Mass Index (BMI) of 30 or higher

BMI is a measure of an adult's weight in relation to his or her height, specifically the adult's weight in kilograms divided by the square of his or her height in meters.



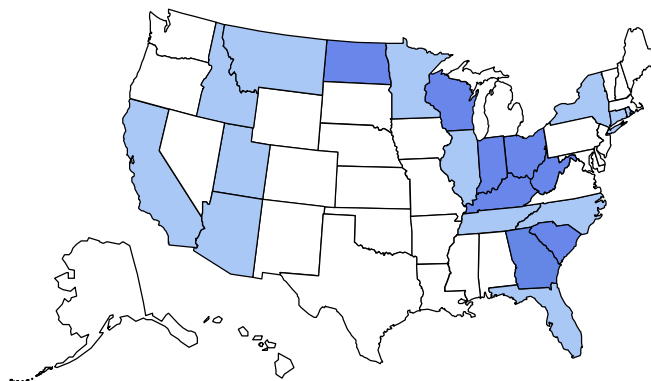
Obesity Trends Among U.S. Adults Between 1985 and 2010

The data shown in these maps were collected through CDC's Behavioral Risk Factor Surveillance System (BRFSS). Each year, state health departments use standard procedures to collect data through a series of telephone interviews with U.S. adults. Height and weight data are self-reported.

Prevalence estimates generated for the maps may vary slightly from those generated for the states by BRFSS (<http://aps.nccd.cdc.gov/brfss>) as slightly different analytic methods are used.



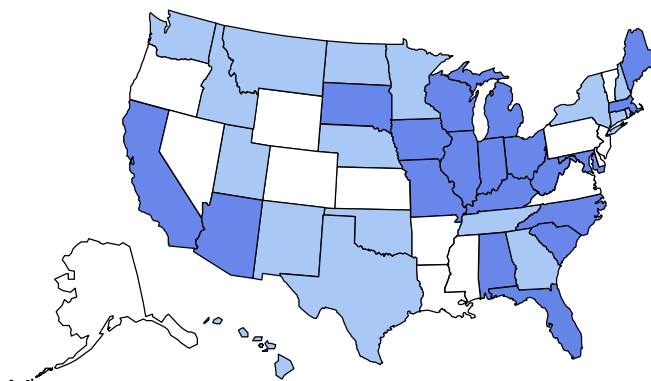
Obesity Trends* Among U.S. Adults: BRFSS, 1985



☐ No Data
 ☐ <10%
 ☐ 10%–14%

(*BMI ≥ 30 , or ~ 30 lbs. overweight for 5' 4" person)

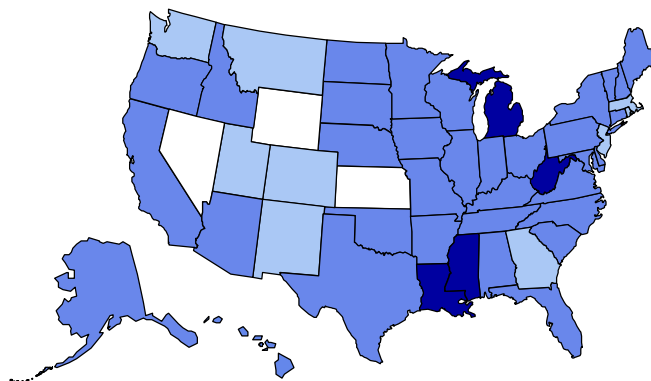
Obesity Trends* Among U.S. Adults: BRFSS, 1988



☐ No Data
 ☐ <10%
 ☐ 10%–14%

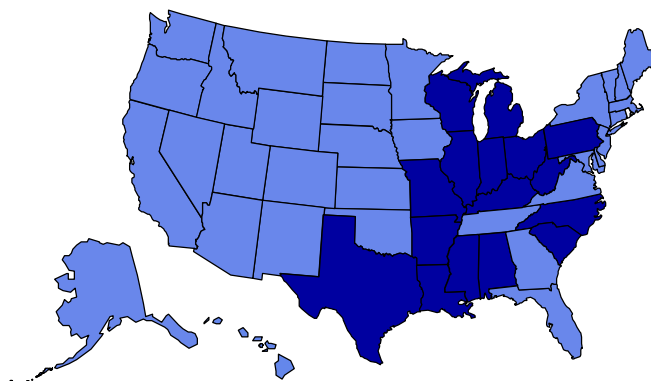
(*BMI ≥ 30 , or ~ 30 lbs. overweight for 5' 4" person)

Obesity Trends* Among U.S. Adults: BRFSS, 1991



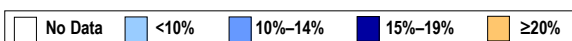
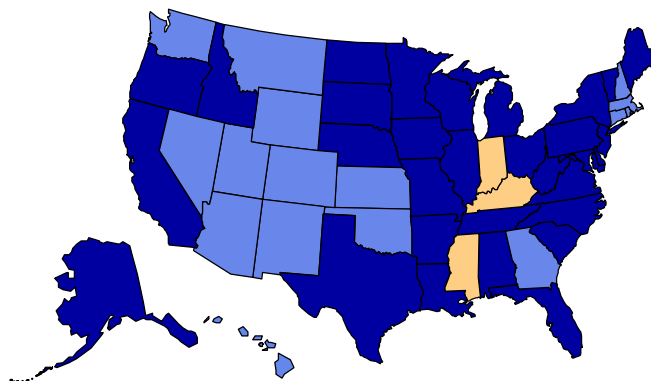
(*BMI ≥ 30 , or ~ 30 lbs. overweight for 5' 4" person)

Obesity Trends* Among U.S. Adults: BRFSS, 1994



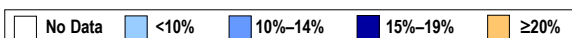
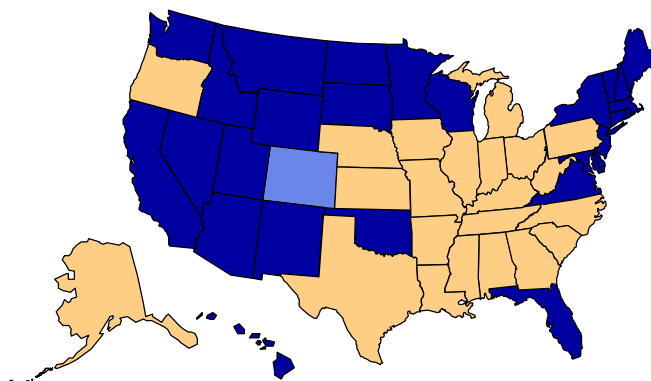
(*BMI ≥ 30 , or ~ 30 lbs. overweight for 5' 4" person)

Obesity Trends* Among U.S. Adults: BRFSS, 1997



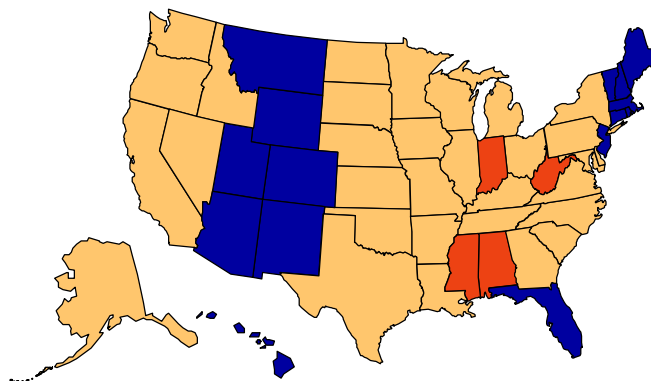
(*BMI ≥ 30 , or ~ 30 lbs. overweight for 5' 4" person)

Obesity Trends* Among U.S. Adults: BRFSS, 2000



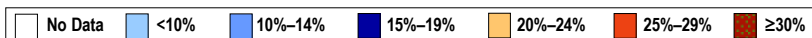
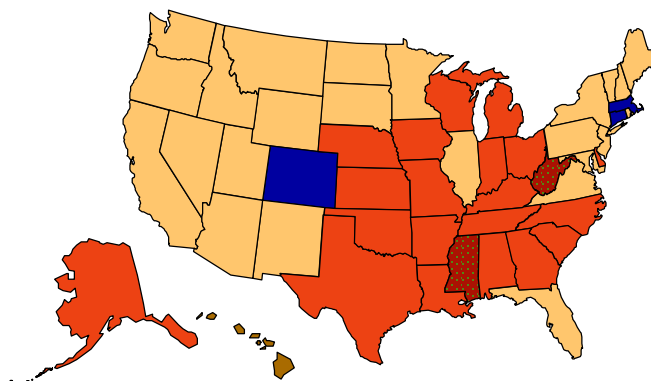
(*BMI ≥ 30 , or ~ 30 lbs. overweight for 5' 4" person)

Obesity Trends* Among U.S. Adults: BRFSS, 2003



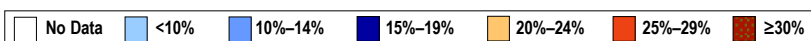
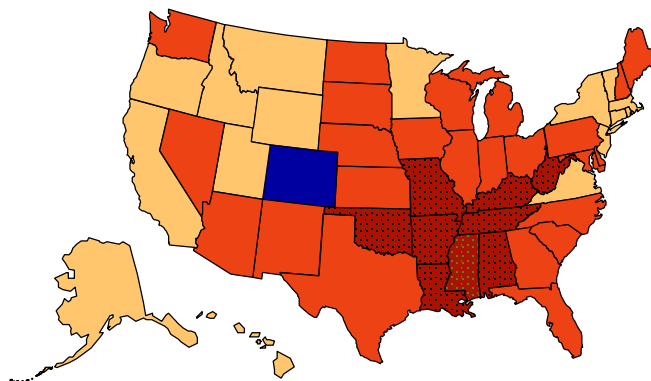
(*BMI ≥ 30 , or ~ 30 lbs. overweight for 5' 4" person)

Obesity Trends* Among U.S. Adults: BRFSS, 2006



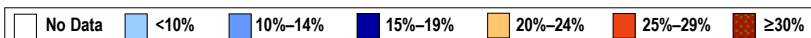
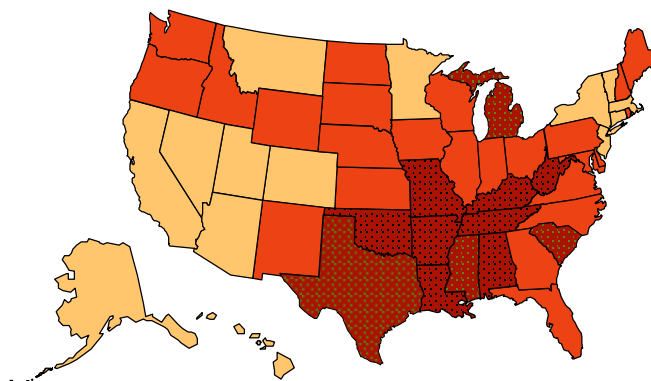
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Obesity Trends* Among U.S. Adults: BRFSS, 2009



(*BMI ≥ 30 , or ~ 30 lbs. overweight for 5' 4" person)

Obesity Trends* Among U.S. Adults: BRFSS, 2010



(*BMI ≥ 30 , or ~ 30 lbs. overweight for 5' 4" person)

To truly impact the epidemic of obesity among workers, we must fix ***fat jobs***, not focus on ***fat workers***.

--Dr. Casey Chosewood, Medical Director, NIOSH
Total Worker Health

Page 21

Total Worker Health™

- Total Worker Health™ is a comprehensive organizational strategy that integrates occupational safety and health protection with health promotion to prevent worker injury and illness and advance well-being – 24/7.
- Employers who opt for wellness programs in the absence of adequate workplace safety and health protections are not applying the principles of Total Worker Health.

Source: <http://www.cdc.gov/niosh/twh/totalhealth.html>

Why Total Worker Health?

- TWH is not a program. It is a culture shift that helps organizations think about wellness and safety together – and differently – to gain synergy.
- **Health improvement helps prevent injuries** and improves productivity through increased alertness and improved musculoskeletal resilience.
- **Injury prevention helps improve health** because our ability to stay mentally, spiritually, financially, and physically fit is hampered when we are hurt.

23

Four cornerstones



24



What to eat...

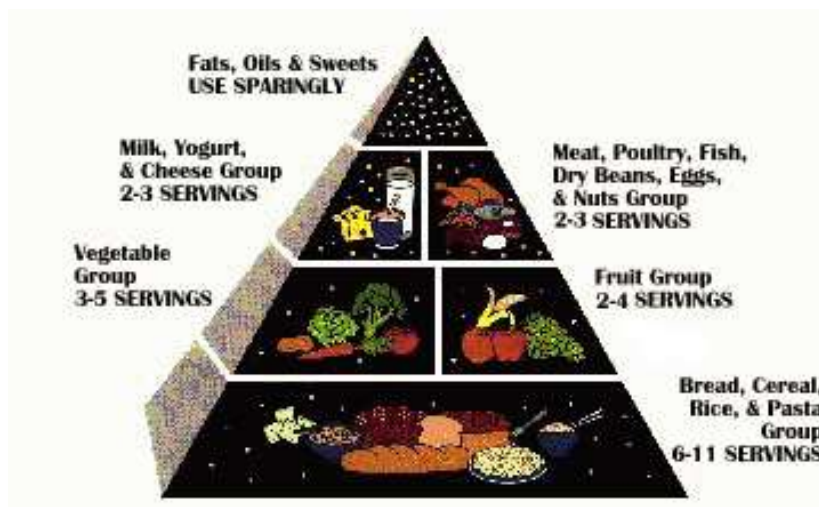


Eat healthy foods



Stay hydrated

27



Released in 1992

28



The quest for the ultimate morsel

• Books:

- *The End of Overeating*, David Kessler
- *Salt Sugar Fat*, Michael Moss interview (Oregon Health Authority sponsored)

• Movies:

- *Hungry for Change*, available on YouTube:
<http://www.youtube.com/watch?v=7-WWp9wlvwU>
- *Forks over Knives*, <http://www.forksoverknives.com/>

31

Develop healthy eating patterns... Choose fewer refined and processed foods.



1 Follow a healthy eating pattern across the lifespan. All food and beverage choices matter. Choose a healthy eating pattern at an appropriate calorie level to help achieve and maintain a healthy body weight, support nutrient adequacy, and reduce the risk of chronic disease.

2 Focus on variety, nutrient density, and amount. To meet nutrient needs within calorie limits, choose a variety of nutrient-dense foods across and within all food groups in recommended amounts.

3 Limit calories from added sugars and saturated fats and reduce sodium intake. Consume an eating pattern low in added sugars, saturated fats, and sodium. Cut back on foods and beverages higher in these components to amounts that fit within healthy eating patterns.

4 Shift to healthier food and beverage choices. Choose nutrient-dense foods and beverages across and within all food groups in place of less healthy choices. Consider cultural and personal preferences to make these shifts easier to accomplish and maintain.

5 Support healthy eating patterns for all. Everyone has a role in helping to create and support healthy eating patterns in multiple settings nationwide, from home to school to work to communities.

Follow a healthy eating pattern over time to help support a healthy body weight and reduce the risk of chronic disease.

A healthy eating pattern includes:



A healthy eating pattern limits:



32

<http://health.gov/dietaryguidelines/2015/guidelines/>

The Mediterranean Way

Plant-based/
Mediterranean diet and
way (enjoying meal,
plenty of walking):

<http://oldwayspt.org>

Addresses sodium: DASH
(Dietary Approaches to
Stop Hypertension) diet:

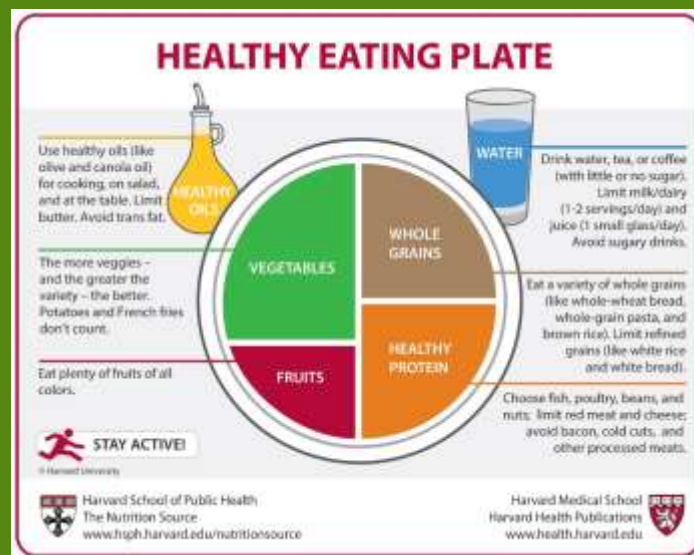
<http://dashdiet.org/>



Image source – used with permission:
http://oldwayspt.org/sites/default/files/images/Med_pyramid_flyer.jpg

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33



<https://cdn1.sph.harvard.edu/wp-content/uploads/sites/30/2013/04/HEPApr2013.jpg>

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34

Portion size matters

- Portion size:
<http://www.nhlbi.nih.gov/health/educational/wecan/eat-right/portion-distortion.htm>



Common added sugar comparisons

Food or product	Sugar content
VitaminWater	7.5 tsp/serving
Langers Fruit Punch	8.3 tsp/serving
Nature Valley Protein Bar	1.5 tsp/serving
Coke (hfcs)	15.5 tsp/serving
Pepsi (sugar)	15.7 tsp/serving
Pepsi (hfcs)	16.4 tsp/serving

1 teaspoon of sugar = 4.2 grams of sugar
AHA Guidelines for added sugar: 6 tsp for women, 9 for men

19

Dehydration drains our brain

- Recommended water intake varies.
- Urine color is a good indicator.
- Mild dehydration (>2% of body mass):
 - Erodes concentration, alertness and short-term memory.
 - Lowers productivity and increases risk of accidents
 - Important all year long, in any weather
- Caffeine
 - About 300 mg/day is optimal for most adults – half life varies but is about seven hours

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Page 39

Caffeine content examples

Coffee, 8oz.

Brewed: 95-200 mg

Decaf brewed: 2-12 mg

Black tea: 14-70 mg

Iced tea: 11-47 mg

Mountain Dew (12 oz) 55 mg

Pepsi Cola (12 oz) 37.5 mg

Rockstar Energy Shot 229 mg

Source: Mayo Clinic: <http://www.mayoclinic.org/healthy-living/nutrition-and-healthy-eating/in-depth/caffeine/art-20049372> and University of Utah: <http://www.math.utah.edu/~yplee/fun/caffeine.html> and <http://www.consumerreports.org/cro/magazine/2012/12/the-buzz-on-energy-drink-caffeine/index.htm>

Things to ponder – it's about supporting healthy choices

- Educational resources
- Availability of a good variety of reasonably priced wholesome foods
- Healthy food choices for meetings and celebrations
- Better vending machine options
- Access to fresh drinking water

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41

What to do...



Get good sleep



Move intentionally

42

Fatigue may lead to obesity

- National Institutes of Health:
 - Shorter sleep times related to more circulating ghrelin and less leptin availability
 - Hormonal pattern is consistent with decreased energy expenditure, increased appetite, obesity



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Fatigue may kill – or harm!

- 20 hours of wakefulness = 0.08 blood alcohol
- 3 second microsleep @ 65 mph ~ 1 football field
- Significant mental flexibility impairment



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44

Fatigue risk management

ACOEM GUIDANCE STATEMENT

Fatigue Risk Management in the Workplace

*ACOEM Presidential Task Force on Fatigue Risk Management:
Steven E. Lerman, MD, MPH, Evamarica Eskin, MD, MPH,
David J. Flower, MBBS, MD, Eugenia C. George, MD,
Benjamin Gerson, MD, Natalie Hartenbaum, MD, MPH,
Steven R. Hursh, PhD, and Martin Moore-Ede, MD, PhD*

PURPOSE AND INTRODUCTION

Key Points:

- Fatigue is an unsafe condition in the workplace.
- Like other risk factors, fatigue can be managed.

Safety and productivity in the workplace are intimately related to worker health.

Occupational and environmental medicine (OEM) physicians, whether directly employed by or serving as a consultant to an organization, have an important role to play in fatigue risk management. Where no program is currently in place, OEM physicians can and should advise management of the opportunities to enhance health, safety, and productivity in the workplace. Occupational and environmental medicine (OEM) physicians, whether directly employed by or serving as a consultant to an organization, have an important role to play in fatigue risk management. Where no program is currently in place, OEM physicians can and should advise management of the opportunities to enhance health, safety, and productivity in the workplace.

Sleepiness is the tendency to fall asleep; fatigue is the body's response to sleep loss or to prolonged physical or mental exertion. Fatigue may be reduced by sedentary activity or rest without sleeping, whereas excessive sleepiness and the propensity for sleep are often exacerbated by sedentary activity or rest.¹ Sleep propensity can be accompanied by decreased alertness which then leads to decreased attention to detail, impaired judgment,

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https://www.acoem.org/uploadedFiles/Public_Affairs/Policies_And_Position_Statements/Fatigue%20Risk%20Management%20in%20the%20Workplace.pdf

Things to ponder – it's about supporting adequate rest

- Resources on sleep hygiene and importance of healthy lifestyle – modeling and education
- Support for pulling over if too tired to drive
- Consider length, time of work in injury analysis
- Support for strategic napping

Exercise

- Energy, pain control, stress reduction
- Brain, joint, and soft tissue health
- Cardiovascular conditioning
 - 2 miles in 30 minutes, 3 x week OR
 - 2 miles in 40 minutes, 5 x week
 - 10,000 steps/day for adults (minimum)



Functional fitness is different from the work you do every day, even if it is physically demanding.

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47

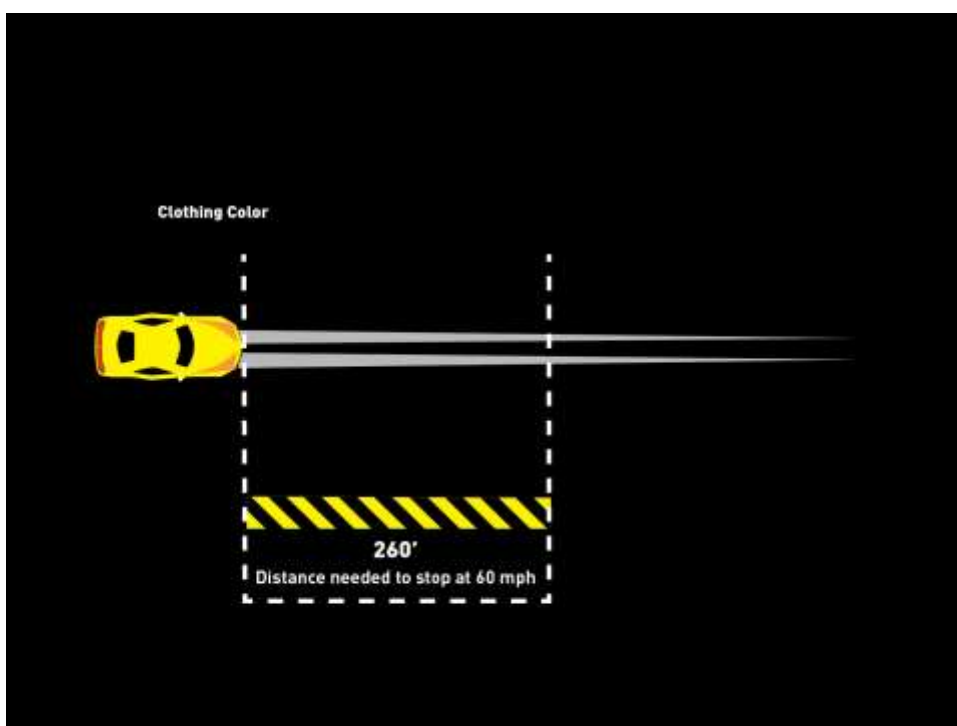
What is functional fitness?

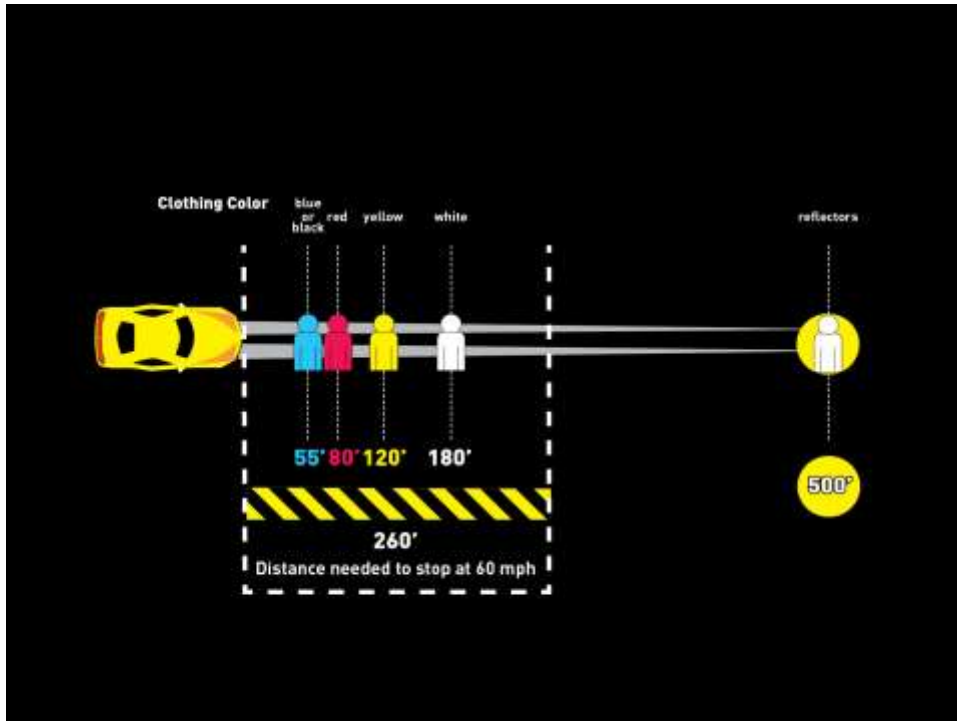
- Functional fitness is training your body to handle real-life situations for injury prevention.
- Core stability, muscle symmetry, strength, and the ability to control movements are critical to injury prevention.



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48





<http://www.saferoutesinfo.org/>

<http://www.portlandoregon.gov/transportation/40511>

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23 and 12 hours: What is the single best thing we can do for our health?

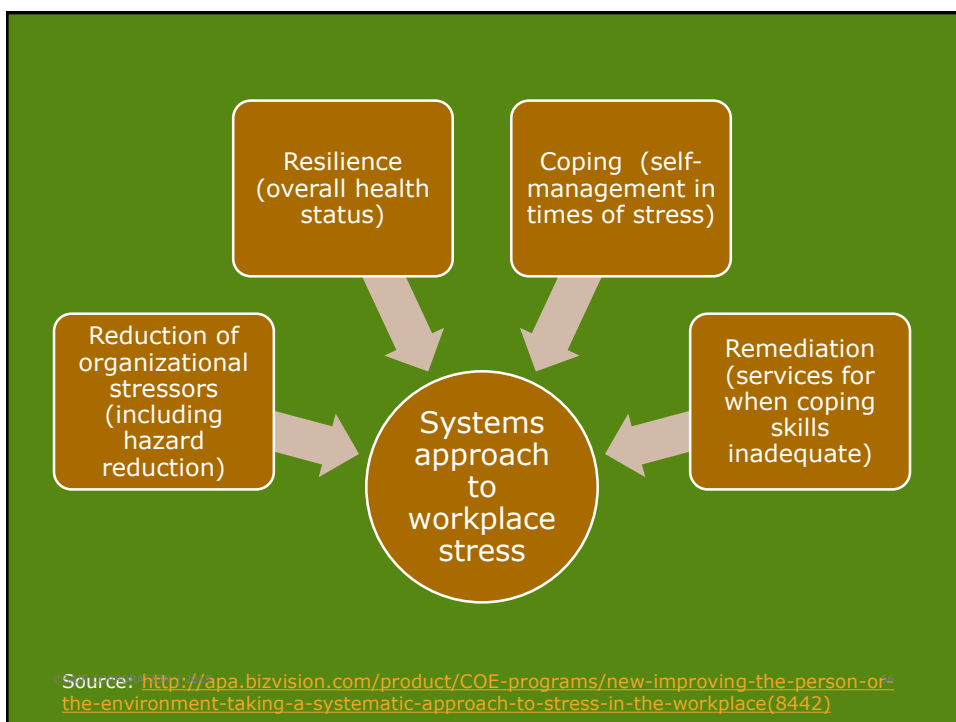
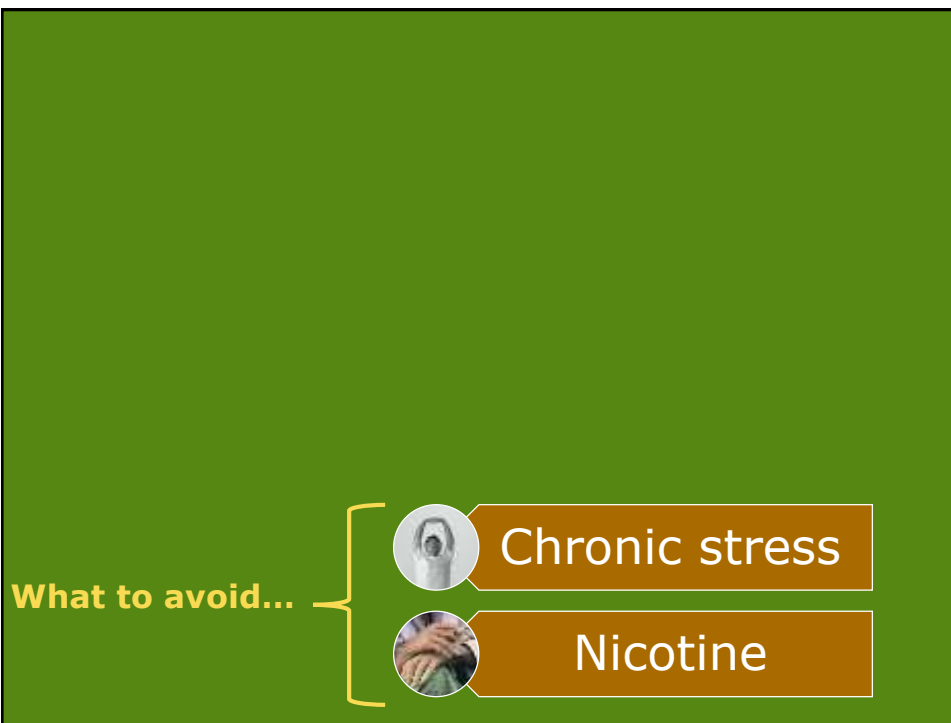


<http://www.evanshealthlab.com/23-and-12-hours/>

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Things to ponder – it's about exercising – and working - safely

- Map routes using online tools; consider wearable technology.
- Check parking lots and stairways for uneven surfaces, clutter, and lighting.
- Provide/seek out education on footwear choice.
- Use ergonomic tools provided.
- Use the buddy system.
- Be sure you can be seen.



VitalSmarts communication and accountability tools

- Free webinars, articles, and email newsletter with tips on healthy corporate communication and accountability discussions
- Style under stress assessment:
<http://www.vitalsmarts.com/styleunderstress/>
- Home page:
<https://www.vitalsmarts.com/>



57

Mindfulness

- The opposite of presenteeism – it is paying attention in a particular way, choosing your level of awareness.

Interesting idea – would adding mindfulness and emotional intelligence to your stress management efforts have a positive impact on student outcomes?

Definition adapted from Alaska Tanker presentation at Mindfulness Forum, May 12, 2015, Portland, Oregon

Preventing infectious disease - cough etiquette

- Cover your cough
- Dispose of used tissues
- Cleanse your hands

Informational video: Why don't we do it in our sleeve?

<https://www.youtube.com/watch?v=CtnEwvUWDo0>



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Hand hygiene

Hand washing:

- Use soap and water, friction.
- Regular soap is fine.
- Cuticles and wrists are often missed.
- Keep hands in good condition.
- Wash for 15 to 30 seconds, long enough to sing "Happy Birthday" twice.



Technique is the most important thing.

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Slide 60

Hand hygiene

Waterless hand cleaner:

- Superior alternative if no visible debris
- Doesn't replace hand washing
- *Ineffective against most pathogens causing diarrheal illness*
- Requires the use of at least one-half teaspoon



**Alcohol content
greater than
60%**

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Slide 61

Three foot rule

Heavy, large particles travel < 3 ft



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Slide 62



<https://nrcspad.sc.egov.usda.gov/DistributionCenter/pdf.aspx?productID=644>

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63



<http://www.epa.gov/iaq-schools>

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64

Things to ponder – it's about reducing stress

- Be a team player. Think about how you might help others excel.
- Pick up after yourself.
- Promote work-life balance. How many jobs is too many?
- Stop gossip – and negativity - in its tracks.
- Mentally walk a mile in others' shoes.
- Have crucial conversations when issues arise.
- Seek professional help with stress when needed.

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65



https://www.youtube.com/watch?v=x9oAA_V46IE

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66

Become an EX – a new way to think about quitting smoking

- Partnership between AAOHN and Legacy
- Free personalized help for those who want to quit



<http://www.becomeanex.org/#>

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67

Nicotine cessation materials

- Fact sheets, campaigns
- Videos
- Research articles
- Testimonials
- Resources for those who want to quit



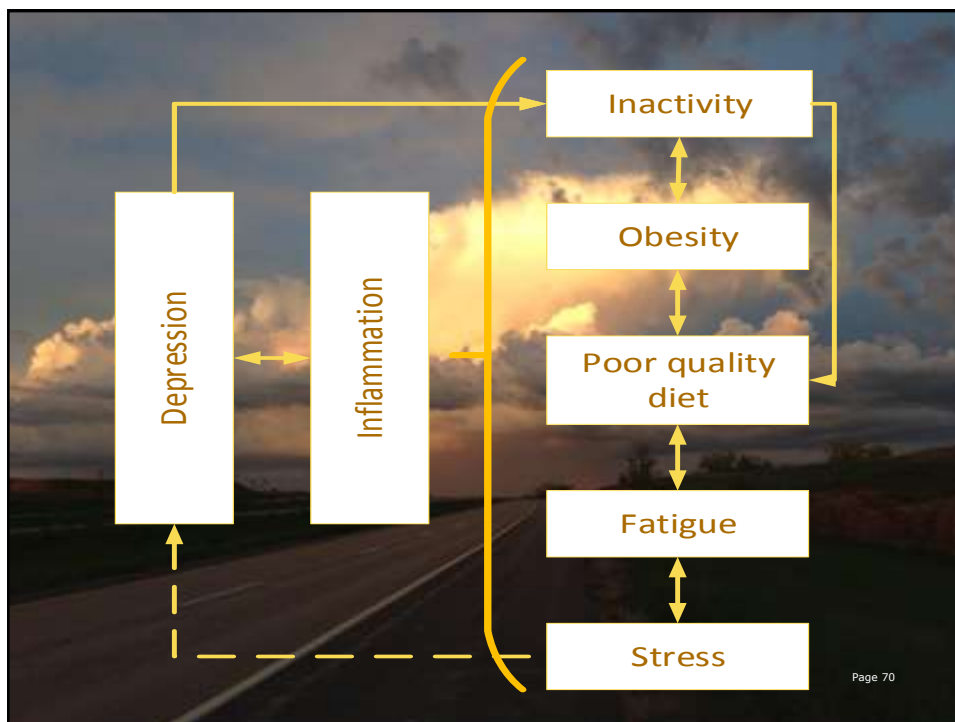
http://www.cdc.gov/tobacco/quit_smoking/


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Page 68

Things to ponder – it's about supporting those working toward change

- Be empathetic.
- Encourage co-workers to listen attentively and without judgment – how can I best support my co-worker?
- Provide encouragement as appropriate.





The screenshot shows the homepage of the Oregon Young Employee Safety (O[yes]) website. The header features the O[yes] logo and navigation links for HOME, FOR TEENS, FOR EMPLOYERS, FOR INSTRUCTORS, FOR PARENTS, ABOUT, and VIDEO CONTEST. The main content area includes a large photo of students at a table, a headline for 'STUDENT DAY AT THE 2015 GOSH CONFERENCE', a section titled 'Employing safe young workers' with a sub-headline 'Young workers, old school training: When great minds don't think alike', and a 'Tags' section with buttons for topics like safety, health, and training. A copyright notice for SAIF CORPORATION | 2015 is visible at the bottom left of the screenshot.

<http://youngemployeesafety.org/>



Introduction to resources



The logo for SAIF Corporation, featuring a stylized building icon and the text 'saif corporation'.

SAIF
Safety topics

Be a safety leader

- Incident investigation
- Safety culture
- Safety training
- Safety management
- Safety assessment
- Safety improvement

Plan for emergencies

- Emergency planning
- Incident response
- Business continuity

Prevention & safety

- Prevention & safety
- Safety culture
- Safety training
- Safety management
- Safety assessment
- Safety improvement

73

Wellness and health promotion

Healthy workers are more productive and attentive, and have fewer absences and work-related accidents. Browse these resources to learn what you can do to keep your employees healthy and safe.

Integrating health and safety

Preventing injuries by promoting health [PDF]

Studies show that a healthy, fit worker is also more alert and able to respond more quickly to unexpected events. [Total Worker Health™](#) is an initiative that can help create a healthier and a safer workforce.

{h}oopst [PDF]

74





Regular posts on SAIF's Facebook page

77

CDC Centers for Disease Control and Prevention
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The National Institute for Occupational Safety and Health (NIOSH)

Preserving National and World Leadership
 to Prevent Occupational Diseases and Injuries

TOTAL WORKER HEALTH

Frequently Asked Questions about TWH

What is Total Worker Health®?
 Total Worker Health® is defined as policies, programs, and practices that promote worker well-being by addressing all aspects of worker health: physical, mental, and social. It is a holistic approach to worker health that recognizes the interconnectedness of all aspects of worker health and the role of the workplace in promoting worker well-being.

What is Total Worker Health?
 Promoting worker health is the responsibility of all stakeholders in the workplace. TWH is a holistic approach to worker health that recognizes the interconnectedness of all aspects of worker health and the role of the workplace in promoting worker well-being.

Research Priorities
 The NIOSH Office of Research Priorities is focused on identifying and supporting research that will advance the science of Total Worker Health.

"Total Worker Health is more than the sum of its parts—it's a synthesis of all aspects of health that create worker well-being."

— John Howard, MD, NIOSH Director

<http://www.cdc.gov/niosh/twh/>

78

[illegible][illegible]

<http://centerforworkhealth.sph.harvard.edu/>

81

<http://www.public-health.uiowa.edu/hwce/>

82

Effective Interventions to Improve Worker Health

We're improving the health, safety, wellness and well-being of workers through effectiveness research, collaboration with partner organizations, and dissemination of evidence-based programs. Learn more about us.

About

The Oregon Healthy Workforce Center (OHWC), a NIOSH Center of Excellence, is a collaborative of Oregon Health & Science University's (OHSU) Oregon Institute of Occupational Health Sciences (formerly OROHS), Portland State University's (PSU) Occupational Health Psychology (OHP) program, the Center for Health Research (CHR) and the University of Oregon's Labor Education Research Center (LERC).

The OHWC's research **Interdisciplinary Effortiveness** focuses on:

- team-based and knowledge-based interventions to promote and protect health, all enabled with evidence to translating research to practice
- engaged clinical support and reduced job stress—that will in turn produce improved lifestyle choices, safer work practices, and better psychological and physical health.

Meet The Partner

Oregon Institute of Occupational Health Sciences (formerly OROHS), a pre-existing institute at Oregon Health & Science University in Portland, is the lead institution for the OHWC.

Portland State University Occupational Health Psychology (OHP) Program [\[link\]](#)

Department of Health Promotion and Sports Medicine at Oregon Health & Science University [\[link\]](#)

Center for Health Research [\[link\]](#)

<http://www.ohsu.edu/xd/research/centers-institutes/oregon-institute-occupational-health-sciences/oregon-healthy-workforce-center/>

83

Why is Total Worker Health™ Research Important?

We spend 1/3 of our life at work, and the work setting and activities strongly affect our safety, health and well-being in many ways. Research demonstrates that safe and healthy workplaces can protect personal health and reduce health care costs substantially.

- The economic burden of occupational disease, injury, and death in the US is \$250-billion in direct and indirect costs, or 1.8% of the United States' GDP¹.
- Health impacts safety.
- Integrated Total Worker Health™ (TWH) programs improve workplace safety, health risk factors and health conditions, including:
 - Return on Investment (ROI) of \$2.95² - \$4.81³ per dollar invested
 - Reduced workers' compensation claims and costs⁴
 - Reduced unsafe practices (over-speeding/hand braking) in truck drivers⁵
 - Reduced weight by 7.8 lbs in overweight drivers; changes were sustained⁶
 - Reduced smoking in 11.8% of work groups (more than controls)⁷
 - Increased exercise in 18% of workers (more than controls)⁸
 - Reduced worker blood pressure by a clinically significant 6-12.79 mmHg^{9,10}
- Total Worker Health is founded on improving workplace safety with the added focus of reducing the burden of occupational injury, workplace stress and chronic illness, and improving the well-being of workers.
- TWH intervention programs improve/reduce multiple safety and health problems at the same time. Many have produced sustained changes.

The evidence base is small; additional research is needed to evaluate new programs and disseminate proven programs such as those listed above. This is the role of the NIOSH-funded TWH Centers of Excellence.

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Center for Health Research [\[link\]](#)

<http://www.ohsu.edu/xd/research/centers-institutes/oregon-institute-occupational-health-sciences/oregon-healthy-workforce-center/>

84




HEALTH IMPACTS SAFETY !

Meeting Guide List

- TWH 1 What's sleep got to do with it?
¿Qué tiene que ver mi sueño con esto?
- TWH 2 What's my heart got to do with it?
¿Qué tiene que ver mi corazón con esto?
- TWH 3 What's diabetes got to do with it?
¿Qué tiene que ver la diabetes con esto?
- TWH 4 What's the sun got to do with it?
- TWH 5 What's sitting got to do with it?
- TWH 6 What's eating got to do with it?
- TWH 7 Presenteeism: Why work when you are sick?
- TWH 8 What's stress got to do with it?
- TWH 9 What's exercise got to do with it?
- TWH 10 Distracted Driving/Safe Driving

Find them: <http://www/ty/twh00>



HEALTH IMPACTS SAFETY !

Too little sleep causes:

- accidents, incidents and errors
- health problems

Lifestyle and work can both influence:

- how much we sleep
- how well we sleep

<https://www.ohsu.edu/xd/research/centers-institutes/oregon-institute-occupational-health-sciences/outreach/impact.cfm>



CDC Centers for Disease Control and Prevention
U.S. Gov. "Keep our people healthy"

National Healthy Worksite Program

Healthy Worksite • Healthy Workforce • Healthy Communities

ABOUT NHWP
Program Overview and Introduction to CDC's Worksite Health Program

TRAINING
Worksite Health Training: New Health Professionals and the Role of the Occupational and Environmental Health Program

NHWP TOOLKIT
Assessment Tools, Implementation Guides, Tools and other Resources

RESOURCES
CDC and program resources at all 50 Regional, State and County Health and Community Health Fairs

CONNECT WITH OTHERS
Get connected to other NHWP users, training groups and learning opportunities

CASE STUDIES
Discover how other workplaces have improved their health

<http://www.cdc.gov/nationalhealthysite/about/index.html>



Final thoughts

- Don't underestimate the connection between our health at work and our health away from work.
- Be mindful of the significant, pervasive risks that working conditions represent to our overall health and well-being.
- To truly impact the epidemic of obesity among workers, we must fix fat jobs, not focus on fat workers.

**What's your goal?
What do YOU want
to achieve?**

**It's up to you –
and your team.**

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89

Questions?

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90

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91

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92

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