

Northwestern Health Unit



Series 1

Part C: Developing Workplace Health Policy

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Introductions



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Audio and PPT

This presentation is part c of a series by the Northwestern Health Unit.

Should you choose, an audio presentation accompanies these slides. Please follow along.



What is policy?

A plan of action to guide decisions.



Health policy at work

A commitment to build an organizational culture that supports health.



What does health policy at work look like?



- ◆ Single topic
- ◆ Comprehensive

Why develop health policy at work? (1)

- ◆ Show commitment
- ◆ Act as a mechanism for change
- ◆ Establish context
- ◆ Provide legitimization

Why develop health policy at work? (2)

- ◆ Establish durability
- ◆ Justify use of resources
- ◆ Ensure health and safety
- ◆ Provide clarification

Examples (1)

- ◆ Since the dangers of second-hand smoke have been well substantiated, all (*workplace*) facilities are smoke-free areas, at all times.
- ◆ The (*workplace*) recognizes and supports the unique circumstances of employees who become pregnant. Management works with employees to ensure mutually agreeable hours of work, breaks and assignments to support a healthy pregnancy outcome.

Examples (2)

- ◆ The (*workplace*) promotes and supports breastfeeding and expressing breast milk on its premises. The (*workplace*) supports employees' continuation of breast-feeding upon their return to work. Management works with employees to find mutually agreeable hours of work, breaks and assignments which support the continuation of breast-feeding within the requirements of the collective agreement(s) and (*workplace*) Policies.

Examples (3)

Comprehensive Health Policy Statement:

- The (*workplace*) is committed to promoting and maintaining the well-being of employees.

Steps to developing policy (1)

1. Establish commitment from key players.
2. Establish good communication networks.
3. Develop first draft and get input from key stakeholders.
4. Revise first draft & get input from employees.



Steps to developing policy (2)



5. Finalize draft & get final approval.
6. Develop an implementation plan & launch the policy.
7. Monitor and evaluate.



Where to go for help

For assistance with this or any other workplace health related questions, contact your local Northwestern Health Unit Health Educator.

Visit www.nwohealthworks.org for more information.



References

Sources used to complete this presentation include:

- Developing a Comprehensive Health Policy: Why and How. A Guide for the Workplace. Minister of Public Works and Government Services Canada (1998).