



Module 1

Occupational Health Intervention Programs

Experiences from Norway

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Agenda



- What is Occupational Health Intervention Programs?
- Definitions and descriptions
- Health Promotion Programs: goals and objectives
- Theoretical framework: stress and coping -theory
- What we have done in Norway
- Determinants for adherence
- Success factors



Occupational Health Intervention Programs:

Occupational health intervention programs for:

- preventing jobstress and disability
- preventing absenteeism

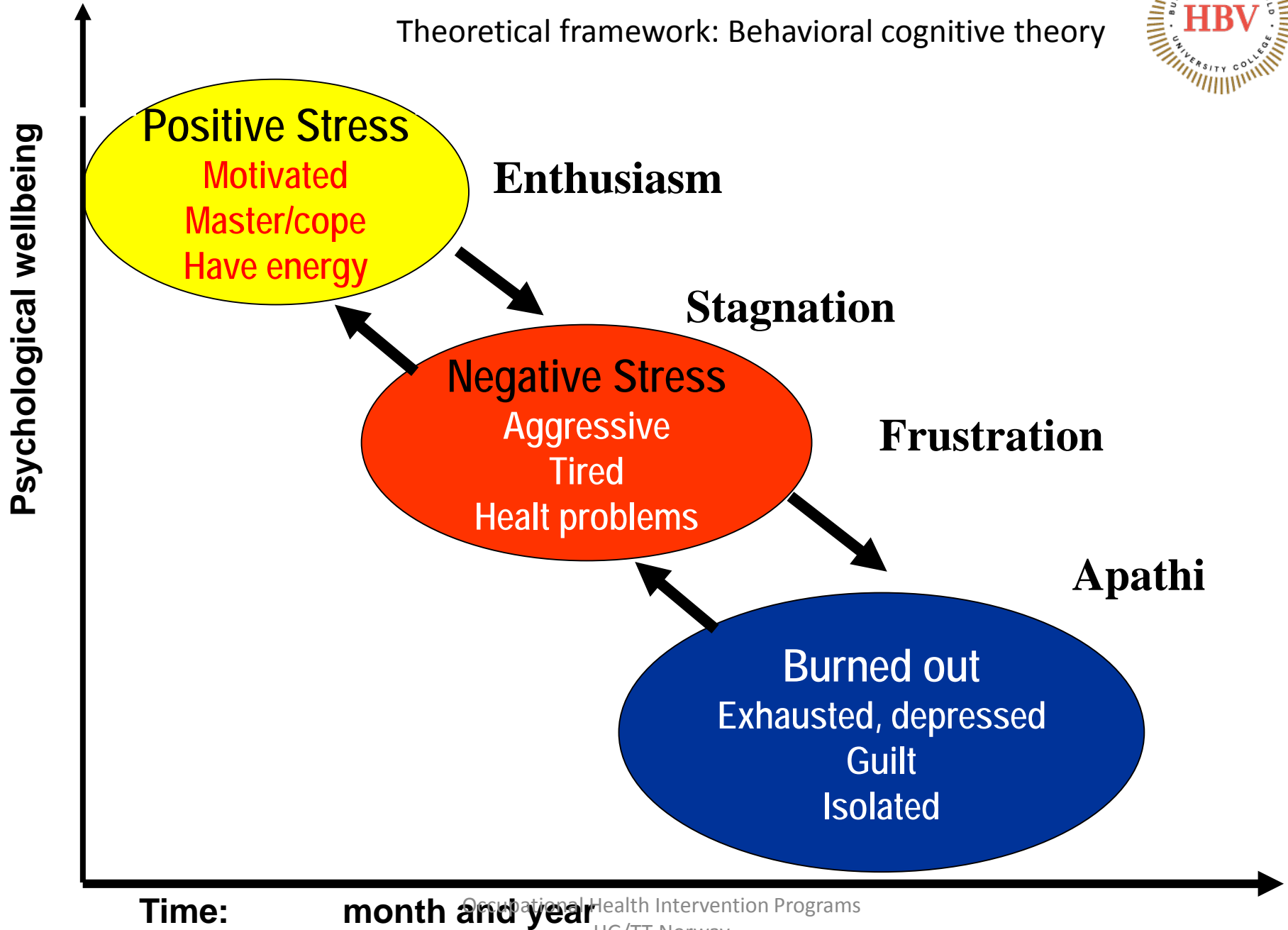
- *increase salutogenic health and quality of life*
- *increase wellbeing and coping with stress*
- *increase job effectiveness and productivity*
- *focus on a positive lifestyle*



Research: reviews of the literature

- Reviews of the literature on Occupational Health Programs show that Stress Management Programs are the most frequent:
- Cognitive behavioral training programs show larger effects than other interventions on mental health
- Physical exercise as an organizational intervention reduces absenteeism (Bhui, K., Dinos, S., et al 2012)

Theoretical framework: Behavioral cognitive theory



The stress factors most often reported:

Occupational job stress factors:

- Timepressure, work load, interruptions
- Lack of autonomy, - education, - cooperation
- Lack of management

Individual stress factors

- Health problems
- Lack of coping skills
- Economy - and social problems
- Life style problems (physical inactivity, overweight, sleeping problems)
- Lack of motivation, education and competence to do something



Health Promotion Programs: goals and objectives

1. Everybody ask: What's in it for me?

- For the management: cost-effectiveness, cost-benefit?
- For the line management: increased productivity, reduced absenteeism?
- For the employee: how healthy, fit and/or slim can I be?
- For the exercise therapist: can I make a living /a job out of this

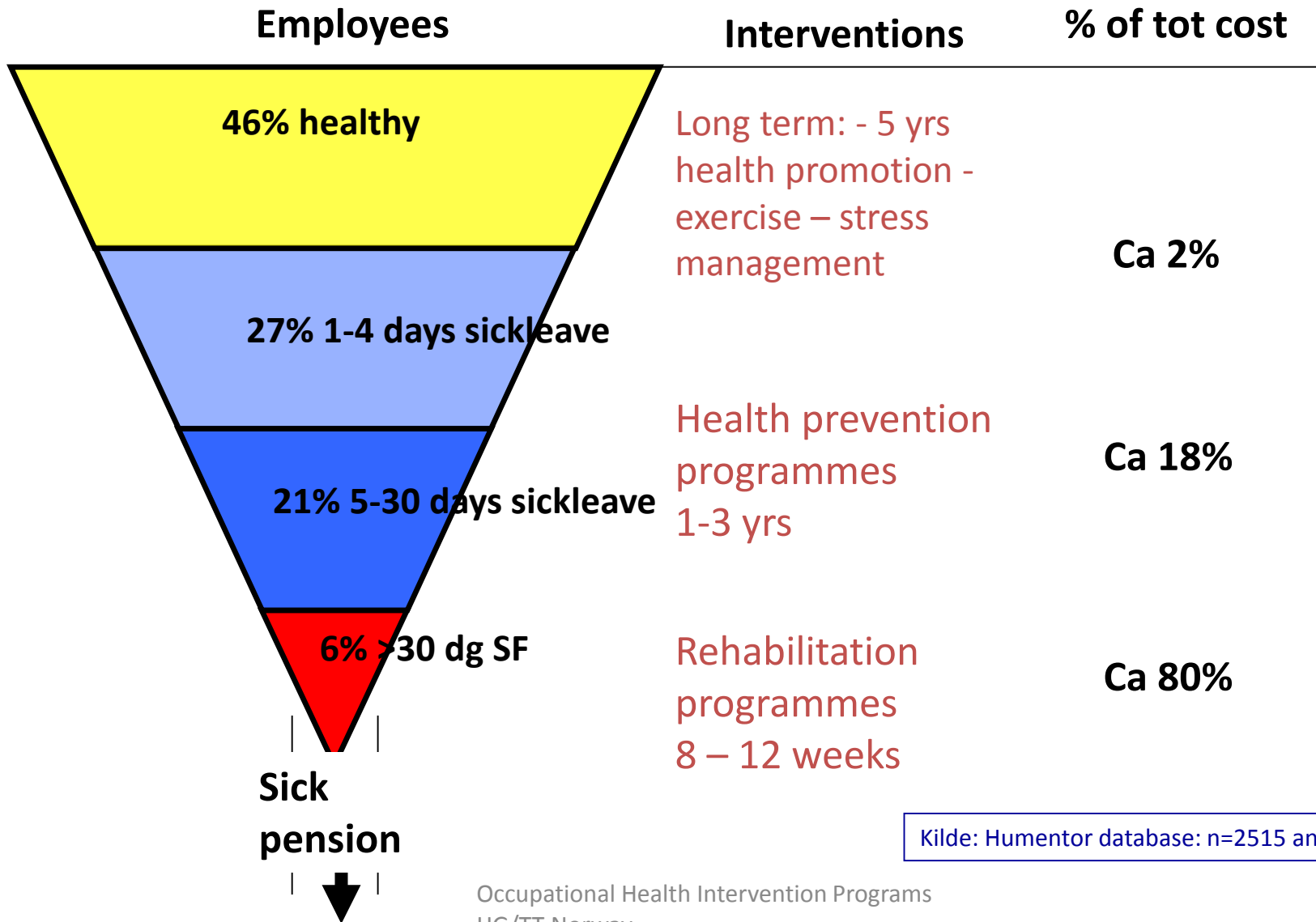


What we have done in Norway



1. **Made a total concept:** Tests, analyses and reports for each enterprise
- **Health promotion programs: during working hours**
 - Worksite exercise programs: from 60 min – 5 min
 - General programs: muscle-skeletal pains, CHD, overweight etc
 - Mental training: relaxation, mindfulness, meditation
 - Stress management training
 - Combined programs
- **Evaluated the projects**
- **Most successful: spesific physical and psychological combined programs**

How to select to health promotion programs?



Kilde: Humentor database: n=2515 ansatte

Success factors



- 1. To ensure high quality in the projects**
- 2. To ensure significant effects for the management and the employees**
- 3. To motivate the employees to stay in the program: long term adherence**
- 4. To ensure transfer of competence to the enterprises**

